American Association of Colleges of Nursing

1991-1992

Faculty Salaries

in Baccalaureate and Graduate Programs in Nursing

INSTITUTIONAL DATA SYSTEMS

1991-1992

FACULTY SALARIES

IN

Baccalaureate and Graduate Programs in Nursing

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TABLE OF CONTENTS

	Page
Background	1
Methodology	1
Survey Questionnaire	1
Quality of Data	1
Conversion of Salaries	2
Response Rates	2
Results	2
A. Description of the Survey Population	2
1. Institutional Characteristics	2
2. Faculty Characteristics	4
3. Nonnurse Faculty Characteristics	9
B. Nurse Faculty Salaries	10
1. Overview	10
2. Percentage Increase in Salaries, 1990-91 to 1991-92	19
3. Adjustment of Salaries for the Consumer Price Index	19
4. Nurse Faculty Salaries Stratified by Gender	21
5. Nurse Faculty Salaries for Academic and Calendar Year Basis According to Rank and Degree Level Stratified by Selected Variables	21

LIST OF TABLES

		Page
Table 1.	Institutional Characteristics of Member and Nonmember Respondents	3
Table 2.	Selected Faculty Characteristics of Member (N = 389) and Nonmember (N = 104) Respondents	5
Table 3.	Number and Percentage of Doctorally Prepared Faculty in Participating Member Schools by Year, 1978-79 to 1991-92	8
Table 4.	Mean and Median Faculty Salaries for Academic and Calendar Year Basis According to Rank and Degree Level, 1991-92	11
Table 5.	Minimum and Maximum Faculty Salaries for Academic and Calendar Year Basis According to Rank and Degree Level, 1991-92	13
Table 6.	Faculty Salary Percentiles for Academic and Calendar Year Basis According to Rank and Degree Level, 1991-92	15
Table 7.	ACADEMIC YEAR: Minimum, Maximum, Mean, Median, and Percentile Salaries for ALL SCHOOLS According to Rank by Type of Institution and Degree Level	17
Table 8.	CALENDAR YEAR: Minimum, Maximum, Mean, Median, and Percentile Salaries for ALL SCHOOLS According to Rank by Type of Institution and Degree Level	18
Table 9.	Mean Faculty Salaries for Academic and Calendar Year Basis and Percentage Increase in Salary According to Rank and Degree Level, 1990-91 and 1991-92	19
Table 10.	Percentage Change in Mean Faculty Salaries Adjusted for Inflation for Each of the One-Year Periods Since 1986-87	20
Table 11.	Mean and Median Nurse Faculty Salaries Stratified by Gender for Academic and Calendar Year Basis According to Rank and Degree Level, 1991-92	22
Table 12.	Minimum and Maximum Nurse Faculty Salaries Stratified by Gender for Academic and Calendar Year Basis According to Rank and Degree Level, 1991-92	23
Table 13.	Nurse Faculty Salary Percentiles Stratified by Gender for Academic and Calendar Year Basis According to Rank and Degree Level, 1991-92	24

Academic Year Basis Salary Tables

Table 14.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the NORTH ATLANTIC Region According to Rank by Type of Institution and Degree Level	25
Table 15.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the MIDWESTERN Region According to Rank by Type of Institution and Degree Level	26
Table 16.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the SOUTHERN Region According to Rank by Type of Institution and Degree Level	27
Table 17.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the WESTERN Region According to Rank by Type of Institution and Degree Level	28
Table 18.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in UNIVERSITIES According to Rank by Type of Institution and Degree Level	29
Table 19.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in FOUR-YEAR COLLEGES According to Rank by Type of Institution and Degree Level	30
Table 20.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with an ACADEMIC HEALTH CENTER According to Rank by Type of Institution and Degree Level	31
Table 21.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for TENURED FACULTY in All Schools According to Rank by Type of Institution and Degree Level	32

LIST OF TABLES, CONTINUED

		Page
Table 22.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for NONTENURED FACULTY in All Schools According to Rank by Type of Institution and Degree Level	33
Table 23.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH UNDERGRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level	34
Table 24.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH GRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level	35
Table 25.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH BOTH UNDERGRADUATE AND GRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level	36
Table 26.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a BACCALAUREATE PROGRAM ONLY According to Rank by Type of Institution and Degree Level	37
Table 27.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a MASTER'S PROGRAM According to Rank by Type of Institution and Degree Level	38
Table 28.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a DOCTORAL PROGRAM According to Rank by Type of Institution and Degree Level	39

Calendar Year Basis Salary Tables

Table 29.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the NORTH ATLANTIC Region According to Rank by Type of Institution and Degree Level	40
Table 30.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the MIDWESTERN Region According to Rank by Type of Institution and Degree Level	41
Table 31.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the SOUTHERN Region According to Rank by Type of Institution and Degree Level	42
Table 32.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the WESTERN Region According to Rank by Type of Institution and Degree Level	43
Table 33.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in UNIVERSITIES According to Rank by Type of Institution and Degree Level	44
Table 34.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in FOUR-YEAR COLLEGES According to Rank by Type of Institution and Degree Level	45
Table 35.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with an ACADEMIC HEALTH CENTER According to Rank by Type of Institution and Degree Level	46
Table 36.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for TENURED FACULTY in All Schools According to Rank by Type of Institution and Degree Level	47
Table 37.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for NONTENURED FACULTY in All Schools According to Rank by Type of Institution and Degree Level	48

LIST OF TABLES, CONTINUED

		Page
Table 38.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH UNDERGRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level	49
Table 39.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH GRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level	50
Table 40.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH BOTH UNDERGRADUATE AND GRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level	51
Table 41.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a BACCALAUREATE PROGRAM ONLY According to Rank by Type of Institution and Degree Level	52
Table 42.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a MASTER'S PROGRAM According to Rank by Type of Institution and Degree Level	53
Table 43.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a DOCTORAL PROGRAM According to Rank by Type of Institution and Degree Level	54

LIST OF FIGURES

Figure 1.	Percentage Distribution of Minority Faculty by Rank, 1991-92	7
Figure 2.	Faculty Degree Level in Participating Member Schools, 1978-79 to 1991-92	8
Figure 3.	Average Academic Year Faculty Salaries Before and After Adjustment for the CPI by Rank, One-Year Period, 1989-90 to 1990-91	21

LIST OF APPENDICES

Appendix A	Institutional Data Systems Instructions for the Full-time Faculty Survey	55
Appendix B	List of Institutions That Provided Faculty Salary Data for the 1991-92 Survey	56
Appendix C	Carnegie Classification Definitions	61

BACKGROUND

The American Association of Colleges of Nursing (AACN) represents 423 baccalaureate and higher degree programs in nursing. Since its inception, the mission of the Association has been to foster quality preparation of nurse clinicians, scientists, educators, administrators, consultants, and policy makers for leadership in nursing. The Data Bank Project, begun in 1978, was established to develop a database supportive of policy research and decision making by member institutions and the Association. This project formed the foundation for the Institutional Data System (IDS), which gathers and publishes data annually on enrollment and graduations, and faculty and deans' salaries with related information. Data on administrative salaries were collected and published annually until 1984 when the decision was made to gather data for publication biennially.

This is the 14th annual report on nurse faculty salaries, the second to include nurse faculty salaries for both member and nonmember programs, as well as the second to report salaries after adjustment for inflation. The data presented include current-year salaries as well as percent changes over a 4-year period.

METHODOLOGY

Survey Questionnaire

The survey instrument was designed to gather information on full-time faculty salaries and related information such as year of birth, gender, race/ethnicity, degree level, faculty rank, and tenure status. The instructions for the full-time faculty survey can be found in Appendix A.

Survey forms were mailed to 617 (member = 424, nonmember = 193) baccalaureate and higher degree programs in nursing on September 3-5, 1991. Telephone calls were made to the institutions that had not responded by the October 15 deadline.

Quality of Data

The data presented in IDS reports are based on actual counts and estimation procedures are not used. Therefore, rigorous data cleaning procedures were followed before data sets were analyzed.

Each questionnaire was edited twice for completeness when it was received. Telephone calls were made to respondents in order to obtain missing information. Faculty salary data forms were scanned directly into ASCII files by an optical mark reader. Frequency distributions were obtained on all variables and inspected for outliers and inconsistent data. Telephone calls were made to the institutions in order resolve inconsistencies and discrepancies in the data. Full-time faculty members holding

principal academic or clinical appointments in other departments or schools were excluded from the analysis. In addition, estimated salary data were also excluded.

All data were kept in locked file cabinets in the data coordinator's office. The statistical software package SPSS/PC+ V4.0 was used to analyze the data.

Conversion of Salaries

In order to permit comparison between salary bases and to increase cell sizes, all salaries were converted as has been the practice in previous reports. Salaries reported as being on an academic basis (9-10 months) were multiplied by eleven ninths (11/9), whereas calendar-based (11-12 months) salaries were multiplied by nine elevenths (9/11). This conversion permits the salaries of all individuals to appear in all tables.

Response Rates

Of the 617 survey forms mailed, five schools reported discontinuation of their nursing program; one of these schools merged with another institution to form a single program. An additional school left a consortium and started an independent program (N=613, 423 member and 190 nonmember institutions). Four hundred ninety-three questionnaires (389 member and 104 nonmember) were returned, yielding an overall response rate of 80.4 percent. The response rate for member schools was 92.1 percent; for nonmember schools the rate was 54.7 percent. The nurse faculty salaries analysis was limited to those schools reporting the following variables: professional status (nurse/nonnurse), degree level, faculty rank, salary, and salary basis. Three hundred seventy-six of the 389 member and 91 of the 104 nonmember respondents were included in the salaries analysis; the list of these institutions may be found in Appendix B.

RESULTS

A. Description of the Survey Population

1. Institutional Characteristics

Table 1 summarizes the institutional characteristics of member and nonmember respondents. The largest number of both member and nonmember schools were located in the South, 31.9 percent and 35.6 percent, respectively. Almost fifty-six percent (55.8%) of member programs surveyed were located in public institutions, while 85.6 percent of nonmember programs were almost equally distributed between public and private religious institutions. Of the member respondents, 70.4 percent were within universities; the majority of nonmember respondents (55.8%) were in four-year colleges. The largest portion of both members (50.4%) and nonmembers (87.5%) described their programs as department or divisions within an institution. Seventy-eight (20.1%) member respondents and no nonmember respondents were located in academic health centers. Forty percent of member and 45 percent of nonmember schools were classified as Comprehensive I institutions. Carnegie Code classifications and definitions appear in Appendix C.

TABLE 1. Institutional Characteristics of Member and Nonmember Respondents

	MEMBER(N=389) Number	%	NONMEMBER(N=104) Number	%	TOTAL(N=493) Number	%
Region						
North Atlantic	113	29.0	15	14.4	128	25.9
Midwest	110	28.3	36	34.6	146	29.6
South	124	31.9	37	35.6	161	32.7
West	42	10.8	16	15.4	58	11.8
Type of Institution						
Public	217	55.8	45	43.3	262	53.2
Private Secular	66	17.0	15	14.4	81	16.4
Private Religious	103	26.4	44	42.3	147	29.8
Other	3	0.8	0	0.0	3	0.6
Parent Institution						
University	274	70.4	46	44.2	320	64.9
Four-year College	109	28.0	58	55.8	167	33.9
Other	6	1.6	0	0.0	6	1.2
Description of Program						
Autonomous	183	47.6	10	9.6	193	39.5
Dept/Division	194	50.4	91	87.5	285	58.3
Freestanding	4	1.0	2	1.9	6	1.2
Other	4	1.0	1	1.0	5	1.0
Not Reported	(4)				(4)	
Part of Academic Health Center						
Yes	78	20.1	0	0.0	78	15.8
No	311	79.9	104	100.0	415	84.2
Carnegie Classification						
Comprehensive I	154	39	47	45.3	201	40.8
Comprehensive II	38	9	18	17.3	56	11.4
Doctorate-granting I	26	6.7	0	0.0	26	5.
Doctorate-granting II	27	6.9	2	1.9	29	.
Liberal Arts I	9	2.3	2	1.9	11	2.2
Liberal Arts II	51	13.1	29	27.9	80	16.2
Research I	39	10.0	0	0.0	39	7.9
Research II	13	3.3	0	0.0	13	2.6
Specialized	28	7.2	2	1.9	30	6.1
Other	2	0.5	2	1.9	4	0.8
Unknown	2	0.5	2	1.9	4	0.8

2. Faculty Characteristics

The characteristics of the faculty from the 493 respondents are presented in Table 2. In terms of the distribution of faculty by geographic region, 33.6 percent were in the South, 30.7 percent in the Midwest, 21.8 percent in the North Atlantic, and 13.9 percent in the West. A larger proportion of faculty from member schools taught in institutions in the North Atlantic region (22.9% vs. 9.8%). Slightly over sixty-seven percent taught in public institutions, 17.4 percent in private religious institutions, and 14.9 percent in private secular institutions. Faculty teaching in universities represented 82.8 percent of all faculty, while 16.1 percent taught in four-year colleges. Almost 40 percent were within academic health center settings. The salary basis for most of both member and nonmember faculty was on an academic year, 72.6 and 91.9 percent, respectively.

Almost ninety-seven percent (N=8,877) of all faculty were female, 91.8 percent (N=8,279) were white, and 98.4 percent (N=9,019) were nurses. Blacks represented the largest minority faculty population (4.9%), followed by Asians or Pacific Islanders (1.5%), Hispanics (1.4%) and American Indians or Alaskan Natives (0.3%). With respect to rank, 9.2 percent of full-time faculty were professors, 26.1 percent were associate professors, 43.3 percent were assistant professors, 14.3 percent were instructors, and 7.1 percent were classified as "other". The distribution of rank was similar for member and nonmember schools, except member schools reported a larger proportion of faculty members classified as "other" (clinical specialists, lecturers, and visiting professors). The percentage distribution of minority faculty by rank is presented in Figure 1.

TABLE 2. Selected Faculty Characteristics of Member (N=389) and Nonmember (N=104) Respondents

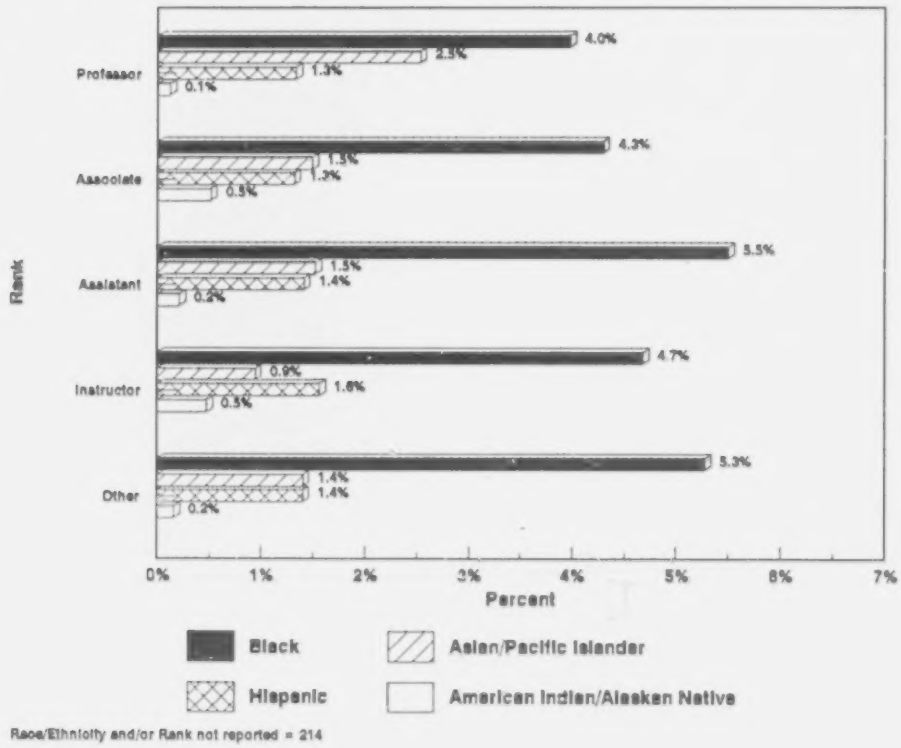
	MEMBER(N=8,449) Number	%	NONMEMBER(N=776) Number	%	TOTAL(N=9,225) Number	%
Region						
North Atlantic	1,935	22.9	76	9.8	2,011	21.8
Midwest	2,576	30.5	255	32.9	2,831	30.7
South	2,811	33.3	291	37.5	3,102	33.6
West	1,127	13.3	154	19.8	1,281	13.9
Type of Institution						
Public	5,807	68.8	407	52.4	6,214	67.3
Private Secular	1,286	15.2	86	11.1	1,372	14.9
Private Religious	1,321	15.6	283	36.5	1,604	17.4
Other	35	0.4	0	0.0	35	0.4
Parent Institution						
University	7,236	85.6	400	51.5	7,636	82.8
Four-year College	1,106	13.1	376	48.5	1,482	16.1
Other	107	1.3	0	0.0	107	1.1
Description of Program						
Autonomous	6,006	71.6	98	12.6	6,104	66.6
Dept/Division	2,275	27.1	651	83.9	2,926	31.9
Freestanding	66	0.8	25	3.2	91	1.0
Other	43	0.5	2	0.3	45	0.5
Not Reported	(59)				(59)	
Part of Academic Health Center						
Yes	3,634	43.0	0	0.0	3,634	39.4
No	4,815	57.0	776	100.0	5,591	60.6
Salary Basis						
Academic Year	6,055	72.6	688	91.9	6,743	74.2
Calendar Year	2,279	27.4	61	8.1	2,340	25.8
Not Reported	(115)		(27)		(142)	
Gender						
Male	266	3.1	24	3.1	290	3.2
Female	8,137	96.9	740	96.9	8,877	96.8
Not Reported	(46)		(12)		(58)	
Professional Status						
Nurse	8,261	98.3	758	99.5	9,019	98.4
Non-nurse	144	1.7	4	0.5	148	1.6
Not Reported	(44)		(14)		(58)	

TABLE 2. (continued) Selected Faculty Characteristics of Member (N=389) and Nonmember (N=104) Respondents

	MEMBER(N=8,449) Number	%	NONMEMBER(N=776) Number	%	TOTAL(N=9,225) Number	%
Race/Ethnicity						
White	7,593	91.7	686	92.1	8,279	91.8
Black	415	5.0	29	3.9	444	4.9
Hispanic	107	1.3	19	2.6	126	1.4
Amer Indian /Alaskan Native	24	0.3	4	0.5	28	0.3
Asian/Pacific Isl.	129	1.6	7	0.9	136	1.5
Unknown	7	0.1	0	0.0	7	0.1
Not Reported	(174)		(31)		(205)	
Faculty Rank						
Professor	776	9.2	77	10.0	853	9.2
Associate Prof.	2,190	26.0	216	28.0	2,406	26.1
Assistant Prof.	3,643	43.2	338	43.7	3,981	43.3
Instructor	1,181	14.0	131	17.0	1,312	14.3
Other*	640	7.6	10	1.3	650	7.1
Not Reported	(19)		(4)		(23)	
Degree Level						
Doctoral	3,690	44.7	153	20.9	3,843	42.7
Nondoctoral	4,573	55.3	579	79.1	5,152	57.3
Not Reported	(186)		(44)		(230)	
Career Track						
Tenure Track	5,508	65.2	523	67.4	6,031	65.4
Nontenure Track	2,490	29.5	156	20.1	2,646	28.7
Not Reported	451	5.3	97	12.5	548	5.9
Tenure Status						
Tenured	3,365	41.5	308	43.2	3,673	41.6
Not Tenured	3,317	40.9	251	35.2	3,568	40.4
Special	1,427	17.6	154	21.6	1,581	18.0
Not Reported	(340)		(63)		(403)	
Teaching Responsibilities						
Undergraduate	4,728	58.6	692	89.9	5,420	61.3
Graduate	1,176	14.6	19	2.5	1,195	13.5
Both	2,165	26.8	59	7.6	2,224	25.2
Not Reported	(377)		(6)		(383)	
Area of Teaching						
Clinical	348	4.5	8	1.1	356	4.2
Didactic	974	12.6	33	4.6	1,007	12.0
Both	6,412	82.9	676	94.3	7,088	83.8
Not Reported	(712)		(59)		(771)	

* Includes clinical specialists, lecturers, and visiting professors.

Figure 1. Percentage Distribution of Minority Faculty by Rank, 1991-92



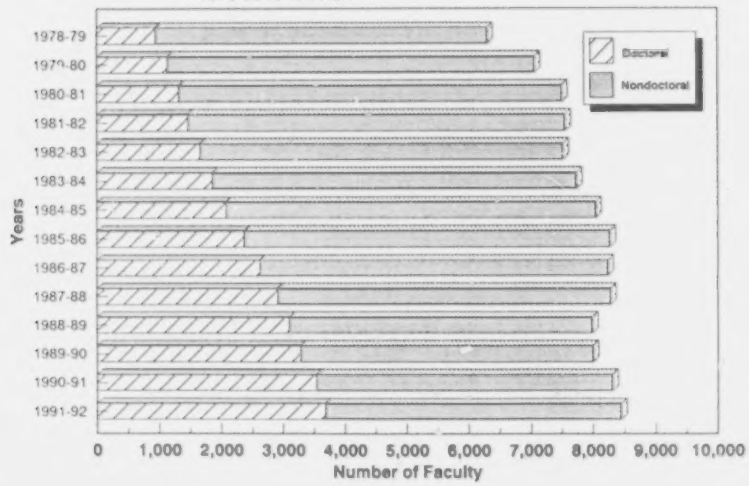
Race/Ethnicity and/or Rank not reported = 214

Almost 43 percent (N=3,843) of all faculty had doctoral preparation; member schools had a higher percentage of faculty with doctoral degrees than nonmembers (44.7% versus 20.9%). The number and percentage of doctorally prepared faculty in participating member schools for the past 14 years are presented in Table 3. The changing proportions of doctorally to nondoctorally prepared faculty in member institutions are displayed in Figure 2. Almost 42 percent (N=3,673) of all member and nonmember faculty were tenured (Table 2).

Table 3. Number and Percentage of Doctorally Prepared Faculty in Participating Member Schools by Year, 1978-79 to 1991-92

Year	Participating Schools	Total Faculty	Doctorally Prepared Faculty	
			Number	Percent
1978-79	189	6,297	944	15.0
1979-80	206	7,062	1,136	16.1
1980-81	230	7,499	1,320	17.6
1981-82	256	7,547	1,464	19.4
1982-83	287	7,516	1,659	22.1
1983-84	312	7,732	1,863	24.1
1984-85	339	8,043	2,082	25.9
1985-86	357	8,267	2,375	28.7
1986-87	363	8,237	2,621	31.8
1987-88	356	8,277	2,913	35.2
1988-89	362	7,984	3,101	38.8
1989-90	376	8,001	3,286	41.1
1990-91	379	8,309	3,539	42.6
1991-92	389	8,449	3,690	43.7

Figure 2. Faculty Degree Level in Participating Member Schools, 1978-79 to 1991-92



3. Nonnurse Faculty Characteristics

Only 1.6 percent (N = 148) of the faculty were not nurses (Table 2). This is a slight decrease in the proportion of non-nurse faculty reported in 1990-91 (1.9%). Complete data were available for all 148 of these individuals with respect to doctoral status, rank, salary basis, salary, institutional characteristics, geographic location, and membership status. Seventy percent (N = 100) of this group had doctoral preparation. Slightly over 24 percent (N = 36) were full professors, 22.3 percent (N = 33) were associate professors, 26.4 percent were assistant professors (N = 39), 4.7 percent were instructors (N = 7), and 22.3 percent were classified as "other" (N = 33). The salary basis for 62.2 percent (N = 89) was on a calendar year. The majority (79.1%) of nonnurse faculty members were affiliated with public institutions, and 95.9 percent taught in universities. Ninety-seven (N = 144) percent of nonnurse faculty were affiliated with AACN member schools.

Almost 64 percent (94 of 148) of these individuals were women. Slightly more than ninety percent (131 of 145) of nonnurse faculty were white, 2.7 percent were Asian or Pacific Islander, and 3.4 percent were Black. American Indian/Alaskan Natives and Hispanics represented 3.4 percent (N = 5) of the nonnurse group. The tables in this report do not include data on nonnurse faculty members.

Salaries for nonnurse faculty with doctoral preparation on an academic year basis ranged from $17,427 to $55,653 for assistant professors; from $34,364 to $62,660 for associate professors; and from $31,729 to $89,149 for full professors. Calendar year salaries of doctorally prepared individuals ranged from $21,300 to $68,020 for an assistant professor; from $42,000 to $76,584 for an associate professor; and from $38,780 to $108,960 for a full professor.

B. Nurse Faculty Salaries

1. Overview

Faculty were included in the analyses of salary if they were nurses and there were no missing data on degree level, rank, salary, and salary basis. Complete data were returned for 8,535 nurse faculty (92.5% of nurse faculty). Mean, median, minimum and maximum salaries, as well as percentiles for academic and calendar year basis salaries by rank and degree levels for the 7,919 faculty from member schools and the 616 faculty from nonmember schools are presented in Tables 4, 5, and 6.

Minimum and maximum salaries for faculty according to rank by source of institutional support and faculty degree level for both academic and calendar year based salaries are found in Tables 7 and 8, respectively. Almost 75% (N=6,348) of the faculty salaries were reported on an academic basis with salaries ranging from a low of $14,500 for an instructor without a doctoral degree in a private religious institution to a high of $99,000 for a doctorally prepared professor in a private secular institution. The salaries reported on a calendar basis (N=2,187; 25.6% of total) ranged from a low of $17,722 for a nondoctorally prepared instructor to a high of $121,000 for a professor with a doctorate in a private secular institution.

Mean, median, and percentile salaries for academic and calendar bases for faculty with and without doctoral preparation by faculty rank are also found in Tables 7 and 8. It is of no surprise that there are higher mean and median salaries in calendar year based salaries than in academically based salaries. Additionally, there are higher mean salaries for doctorally prepared faculty in contrast to nondoctorally prepared faculty. There is evidence of a steady increase in mean salary with rank for both academically based and calendar based salaries and for doctorally and nondoctorally prepared faculty. Regarding percentile salaries, the salary figure is the salary at that percentile. Salary ranges within a quartile can be constructed in relation to other quartiles. For example, the third quartile salaries on an academic year basis for a doctorally prepared professor ranged from $52,517 through and including $60,612.

TABLE 4. Mean and Median Faculty Salaries for Academic Year Basis According to Rank and Degree Level, 1991-92

ACADEMIC YEAR BASIS	MEMBER (N = 7,919)			NONMEMBER (N = 616)			TOTAL FACULTY (N = 8,535)		
Rank and Degree Level	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Professor									
Doctoral	$53,648	$11,003	$51,730	$43,621	$10,622	$42,433	$53,076	$11,218	$51,180
Nondoctoral	$49,875	$10,938	$50,532	$49,489	$12,327	$52,932	$49,749	$11,345	$51,000
Associate									
Doctoral	$43,993	$7,293	$43,067	$38,423	$6,384	$37,500	$43,757	$7,341	$42,752
Nondoctoral	$38,509	$6,309	$38,000	$33,830	$6,679	$34,160	$37,772	$6,589	$37,139
Assistant									
Doctoral	$37,899	$4,810	$37,358	$35,127	$6,747	$34,510	$37,851	$4,860	$37,289
Nondoctoral	$32,936	$5,145	$32,161	$30,308	$4,604	$30,181	$32,664	$5,154	$31,905
Instructor									
Doctoral	$34,199	$4,921	$33,612	.	.	.	$34,648	$5,646	$33,909
Nondoctoral	$30,510	$5,340	$29,440	$27,924	$5,082	$28,625	$30,315	$5,363	$29,310
Other Faculty*									
Doctoral	$39,097	$7,367	$37,319	.	.	.	$39,097	$7,367	$37,319
Nondoctoral	$31,217	$5,362	$30,340	$25,727	$3,889	$27,000	$31,143	$5,380	$30,110

TABLE 4. (continued) Mean and Median Faculty Salaries for Calendar Year Basis According to Rank and Degree Level, 1991-92

CALENDAR YEAR BASIS	MEMBER (N = 7,919)			NONMEMBER (N = 616)			TOTAL FACULTY (N = 8,535)		
Rank and Degree Level	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Professor									
Doctoral	$65,570	$13,449	$63,226	$53,314	$12,983	$51,863	$64,871	$13,711	$62,553
Nondoctoral	$60,958	$13,369	$61,761	$60,487	$15,066	$64,695	$60,804	$13,866	$62,333
Associate									
Doctoral	$53,770	$8,913	$52,637	$46,962	$7,803	$45,833	$53,481	$8,972	$52,253
Nondoctoral	$47,067	$7,711	$46,444	$41,348	$8,163	$41,751	$46,166	$8,053	$45,392
Assistant									
Doctoral	$46,321	$5,879	$45,660	$42,933	$8,246	$42,179	$46,263	$5,940	$45,575
Nondoctoral	$40,255	$6,289	$39,308	$37,043	$5,627	$36,888	$39,922	$6,299	$38,995
Instructor									
Doctoral	$41,798	$6,015	$41,081	.	.	.	$42,347	$6,901	$41,445
Nondoctoral	$37,290	$6,527	$35,982	$34,130	$6,211	$34,986	$37,052	$6,554	$35,824
Other Faculty*									
Doctoral	$47,786	$9,004	$45,612	.	.	.	$47,786	$9,004	$45,612
Nondoctoral	$38,155	$6,553	$37,082	$31,444	$4,753	$33,000	$38,063	$6,575	$36,801

Note: See Table 5 for number of faculty in each rank and degree level.
* Includes clinical specialists, lecturers, and visiting professors.

TABLE 5. Minimum and Maximum Faculty Salaries for Academic Year Basis According to Rank and Degree Level, 1991-92

ACADEMIC YEAR BASIS	MEMBER (N = 7,919)			NONMEMBER (N = 616)			TOTAL FACULTY (N = 8,535)		
RANK AND DEGREE LEVEL	N	MIN	MAX	N	MIN	MAX	N	MIN	MAX
Professor									
Doctoral	645	$24,719	$99,000	39	$25,364	$71,016	684	$24,719	$99,000
Nondoctoral	64	$26,686	$68,899	31	$25,616	$66,600	95	$25,616	$68,899
Associate									
Doctoral	1466	$24,941	$80,340	65	$28,000	$59,394	1531	$24,941	$80,340
Nondoctoral	604	$22,385	$60,836	113	$19,882	$52,932	717	$19,882	$60,836
Assistant									
Doctoral	1307	$17,220	$63,659	23	$20,559	$47,000	1330	$17,220	$63,659
Nondoctoral	2123	$16,175	$70,364	245	$16,936	$42,468	2368	$16,175	$70,364
Instructor									
Doctoral	29	$22,909	$44,423	3	.	.	32	$22,909	$48,474
Nondoctoral	1106	$15,000	$60,108	90	$14,500	$40,382	1196	$14,500	$60,108
Other Faculty*									
Doctoral	68	$27,201	$68,727	0	.	.	68	$27,201	$68,727
Nondoctoral	507	$13,995	$53,628	7	$18,884	$29,540	514	$13,995	$53,628

TABLE 5. (continued) Minimum and Maximum Faculty Salaries for Calendar Year Basis According to Rank and Degree Level, 1991-92

CALENDAR YEAR BASIS	MEMBER (N = 7,919)			NONMEMBER (N = 616)			TOTAL FACULTY (N = 8,535)		
RANK AND DEGREE LEVEL	N	MIN	MAX	N	MIN	MAX	N	MIN	MAX
Professor									
Doctoral	645	$30,212	$121,000	39	$31,000	$86,797	684	$30,212	$121,000
Nondoctoral	64	$32,616	$84,210	31	$31,308	$81,400	95	$31,308	$84,210
Associate									
Doctoral	1466	$30,484	$98,193	65	$34,222	$72,593	1531	$30,484	$98,193
Nondoctoral	604	$27,360	$74,355	113	$24,300	$64,695	717	$24,300	$74,355
Assistant									
Doctoral	1307	$21,047	$77,806	23	$25,128	$57,444	1330	$21,047	$77,806
Nondoctoral	2123	$19,769	$86,000	245	$20,700	$51,905	2368	$19,769	$86,000
Instructor									
Doctoral	29	$28,000	$54,295	3	.	.	32	$28,000	$59,246
Nondoctoral	1106	$18,333	$73,465	90	$17,722	$49,356	1196	$17,722	$73,465
Other Faculty*									
Doctoral	68	$33,246	$84,000	0	.	.	68	$33,246	$84,000
Nondoctoral	507	$17,105	$65,545	7	$23,080	$36,104	514	$17,105	$65,545

* Includes clinical specialists, lecturers, and visiting professors.

TABLE 6. Faculty Salary Percentiles for Academic Year Basis According to Rank and Degree Level, 1991-92

ACADEMIC YEAR BASIS	MEMBER (N = 7,919)			NONMEMBER (N = 616)			TOTAL FACULTY (N = 8,535)		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Professor									
Doctoral	$45,856	$51,730	$60,456	$33,866	$42,433	$49,000	$45,350	$51,180	$60,000
Nondoctoral	$41,005	$50,532	$60,960	$38,219	$52,932	$60,800	$40,999	$51,000	$60,960
Associate									
Doctoral	$38,940	$43,067	$48,260	$35,070	$37,500	$40,000	$38,532	$42,752	$48,192
Nondoctoral	$34,289	$38,000	$41,784	$29,500	$34,160	$37,200	$33,634	$37,139	$41,158
Assistant									
Doctoral	$34,850	$37,358	$40,419	$31,250	$34,510	$40,000	$34,781	$37,289	$40,418
Nondoctoral	$29,576	$32,161	$35,644	$27,119	$30,181	$32,900	$29,381	$31,905	$35,427
Instructor									
Doctoral	$30,074	$33,612	$36,500	.	.	.	$29,987	$33,909	$38,192
Nondoctoral	$26,863	$29,440	$33,586	$24,547	$28,625	$31,627	$26,784	$29,310	$33,163
Other Faculty*									
Doctoral	$34,971	$37,319	$40,939	.	.	.	$34,971	$37,319	$40,939
Nondoctoral	$28,080	$30,340	$34,034	$22,000	$27,000	$28,664	$28,000	$30,110	$34,000

TABLE 6. (continued) Faculty Salary Percentiles for Calendar Year Basis According to Rank and Degree Level, 1991-92

CALENDAR YEAR BASIS	MEMBER (N = 7,919)			NONMEMBER (N = 616)			TOTAL FACULTY (N = 8,535)		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Professor									
Doctoral	$56,046	$63,226	$73,891	$41,392	$51,863	$59,889	$55,428	$62,553	$73,333
Nondoctoral	$50,117	$61,761	$74,507	$46,712	$64,695	$74,311	$50,110	$62,333	$74,507
Associate									
Doctoral	$47,593	$52,637	$58,984	$42,863	$45,833	$48,889	$47,095	$52,253	$58,901
Nondoctoral	$41,909	$46,444	$51,069	$36,056	$41,751	$45,467	$41,108	$45,392	$50,304
Assistant									
Doctoral	$42,594	$45,660	$49,401	$38,194	$42,179	$48,889	$42,510	$45,575	$49,400
Nondoctoral	$36,148	$39,308	$43,565	$33,145	$36,888	$40,211	$35,910	$38,995	$43,300
Instructor									
Doctoral	$36,757	$41,081	$44,611	.	.	.	$36,651	$41,445	$46,679
Nondoctoral	$32,832	$35,982	$41,050	$30,002	$34,986	$38,655	$32,736	$35,824	$40,533
Other Faculty*									
Doctoral	$42,743	$45,612	$50,037	.	.	.	$42,743	$45,612	$50,037
Nondoctoral	$34,320	$37,082	$41,597	$26,889	$33,000	$35,034	$34,222	$36,801	$41,556

Note: See Table 5 for number of faculty in each rank and degree level.
* Includes clinical specialists, lecturers, and visiting professors.

TABLE 7. **ACADEMIC YEAR: Minimum, Maximum, Mean, Median, and Percentile Salaries for ALL SCHOOLS According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	N	MIN	MAX	N	MIN	MAX	N	MIN	MAX	N	MIN	MAX
Public												
Doctoral	518	$30,338	$94,815	1119	$26,419	$80,340	1025	$17,220	$63,659	21	$26,738	$48,474
Nondoctoral	79	$25,616	$66,600	451	$19,882	$58,129	1452	$16,936	$70,364	738	$15,000	$46,931
Secular												
Doctoral	74	$24,719	$99,000	198	$29,100	$67,400	173	$27,615	$63,520	8	$33,513	$44,423
Nondoctoral	8	$30,500	$68,899	90	$27,000	$60,836	352	$20,455	$59,483	274	$22,511	$60,108
Religious												
Doctoral	91	$25,364	$75,020	211	$24,941	$61,000	130	$23,900	$46,855	3	.	.
Nondoctoral	7	$34,499	$44,792	170	$22,600	$51,278	548	$16,175	$63,818	181	$14,500	$43,540
Total												
Doctoral	684	$24,719	$99,000	1531	$24,941	$80,340	1330	$17,220	$63,659	32	$22,909	$48,474
Nondoctoral	95	$25,616	$68,899	717	$19,882	$60,836	2368	$16,175	$70,364	1196	$14,500	$60,108

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	MEAN	SD	MEDIAN	MEAN	SD	MEDIAN	MEAN	SD	MEDIAN	MEAN	SD	MEDIAN
Public												
Doctoral	$54,060	$10,135	$52,516	$44,214	$7,244	$43,000	$37,701	$4,684	$37,005	$33,706	$5,282	$33,382
Nondoctoral	$51,175	$11,013	$55,088	$39,238	$6,518	$39,008	$33,156	$4,955	$32,489	$29,373	$4,429	$28,636
Secular												
Doctoral	$54,869	$15,419	$50,650	$44,660	$7,477	$45,009	$39,731	$5,709	$39,490	$38,949	$4,164	$40,392
Nondoctoral	$43,798	$13,817	$37,868	$37,501	$7,231	$35,692	$33,985	$5,903	$33,250	$34,912	$5,620	$34,948
Religious												
Doctoral	$46,183	$10,659	$43,920	$40,585	$6,935	$39,809	$36,607	$4,351	$36,980	.	.	.
Nondoctoral	$39,529	$3,753	$40,476	$34,079	$4,804	$33,626	$30,614	$4,581	$30,000	$27,269	$4,154	$27,000
Total												
Doctoral	$53,076	$11,218	$51,180	$43,757	$7,341	$42,752	$37,851	$4,860	$37,289	$34,648	$5,646	$33,909
Nondoctoral	$49,749	$11,345	$51,000	$37,772	$6,589	$37,139	$32,664	$5,154	$31,905	$30,315	$5,363	$29,310

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$46,909	$52,516	$60,612	$39,088	$43,000	$48,273	$34,752	$37,005	$40,104	$29,900	$33,382	$36,420
Nondoctoral	$42,963	$55,088	$60,960	$35,230	$39,008	$42,684	$30,000	$32,489	$35,874	$26,689	$28,636	$31,655
Secular												
Doctoral	$45,229	$50,650	$62,384	$39,363	$45,009	$49,276	$36,170	$39,490	$42,787	$34,626	$40,392	$41,812
Nondoctoral	$34,462	$37,868	$53,162	$32,500	$35,692	$41,155	$30,364	$33,250	$37,533	$30,927	$34,948	$38,021
Religious												
Doctoral	$39,497	$43,920	$50,515	$35,490	$39,809	$45,931	$34,372	$36,980	$39,500	.	.	.
Nondoctoral	$35,685	$40,476	$42,145	$30,500	$33,626	$37,600	$27,503	$30,000	$33,031	$24,876	$27,000	$30,258
Total												
Doctoral	$45,350	$51,180	$60,000	$38,532	$42,752	$48,192	$34,781	$37,289	$40,418	$29,987	$33,909	$38,192
Nondoctoral	$40,999	$51,000	$60,960	$33,634	$37,139	$41,158	$29,381	$31,905	$35,427	$26,784	$29,310	$33,163

TABLE 8. **CALENDAR YEAR: Minimum, Maximum, Mean, Median, and Percentile Salaries for ALL SCHOOLS According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	N	MIN	MAX	N	MIN	MAX	N	MIN	MAX	N	MIN	MAX
Public												
Doctoral	518	$37,080	$115,885	1119	$32,290	$98,193	1025	$21,047	$77,806	21	$32,680	$59,246
Nondoctoral	79	$31,308	$81,400	451	$24,300	$71,047	1452	$20,700	$86,000	738	$18,333	$57,360
Secular												
Doctoral	74	$30,212	$121,000	198	$35,567	$82,378	173	$33,752	$77,636	8	$40,960	$54,295
Nondoctoral	8	$37,278	$84,210	90	$33,000	$74,355	352	$25,000	$72,702	274	$27,513	$73,465
Religious												
Doctoral	91	$31,000	$91,691	211	$30,484	$74,556	130	$29,211	$57,267	3	.	.
Nondoctoral	7	$42,165	$54,746	170	$27,622	$62,673	548	$19,769	$78,000	181	$17,722	$53,216
Total												
Doctoral	683	$30,212	$121,000	1528	$30,484	$98,193	1328	$21,047	$77,806	32	$28,000	$59,246
Nondoctoral	94	$31,308	$84,210	711	$24,300	$74,355	2352	$19,769	$86,000	1193	$17,722	$73,465

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	MEAN	SD	MEDIAN	MEAN	SD	MEDIAN	MEAN	SD	MEDIAN	MEAN	SD	MEDIAN
Public												
Doctoral	$66,073	$12,387	$64,186	$54,039	$8,854	$52,556	$46,078	$5,725	$45,228	$41,197	$6,456	$40,800
Nondoctoral	$62,548	$13,461	$67,330	$47,958	$7,966	$47,676	$40,524	$6,056	$39,708	$35,901	$5,413	$35,000
Secular												
Doctoral	$67,063	$18,845	$61,905	$54,584	$9,139	$55,012	$48,560	$6,977	$48,266	$47,605	$5,089	$49,368
Nondoctoral	$53,531	$16,888	$46,283	$45,834	$8,838	$43,623	$41,537	$7,215	$40,639	$42,670	$6,869	$42,715
Religious												
Doctoral	$56,446	$13,027	$53,680	$49,604	$8,476	$48,655	$44,741	$5,318	$45,198	.	.	.
Nondoctoral	$48,314	$4,587	$49,471	$41,653	$5,871	$41,098	$37,417	$5,599	$36,667	$33,329	$5,078	$33,000
Total												
Doctoral	$64,897	$13,704	$62,553	$53,498	$8,973	$52,253	$46,271	$5,941	$45,575	$42,347	$6,901	$41,445
Nondoctoral	$60,720	$13,916	$62,333	$46,181	$8,071	$45,392	$39,951	$6,307	$38,995	$37,065	$6,557	$35,824

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$57,333	$64,186	$74,081	$47,774	$52,556	$59,000	$42,475	$45,228	$49,016	$36,544	$40,800	$44,513
Nondoctoral	$52,510	$67,330	$74,507	$43,059	$47,676	$52,169	$36,667	$39,708	$43,846	$32,620	$35,000	$38,690
Secular												
Doctoral	$55,280	$61,905	$76,247	$48,110	$55,012	$60,226	$44,208	$48,266	$52,295	$42,321	$49,368	$51,103
Nondoctoral	$42,120	$46,283	$64,976	$39,722	$43,623	$50,300	$37,111	$40,639	$45,873	$37,800	$42,715	$46,470
Religious												
Doctoral	$48,274	$53,680	$61,740	$43,377	$48,655	$56,138	$42,010	$45,198	$48,278	.	.	.
Nondoctoral	$43,615	$49,471	$51,511	$37,278	$41,098	$45,956	$33,614	$36,667	$40,371	$30,404	$33,000	$36,982
Total												
Doctoral	$55,428	$62,553	$73,333	$47,095	$52,253	$58,901	$42,510	$45,575	$49,400	$36,651	$41,445	$46,679
Nondoctoral	$50,110	$62,333	$74,507	$41,108	$45,392	$50,304	$35,910	$38,995	$43,300	$32,736	$35,824	$40,533

2. Percentage Increase in Salaries, 1990-91 to 1991-92

Percentage increase in mean salaries for 1991-1992 for full-time faculty in the 467 institutions ranges from 1.4 to 6.2 percent above the mean salaries for salaries reported by the 446 institutions in the IDS 1990-91 report (Table 9). The doctorally prepared full professor had the smallest percentage increase. This in contrast to last year's report (1990-91) in which the doctorally prepared full professor received the largest (6.6%) increase.

3. Adjustment of Salaries for the Consumer Price Index

In order to adjust for increases in the cost of living, salary data for each of the four one-year periods since 1986-1987 were examined to determine the "real" change when the rate of inflation, as measured by the Consumer Price Index (CPI), was considered. In general, for each academic (July 1-June 30) or calendar (January 1-December 31) one-year period, most salaries, in terms of "real" dollars, increased for all ranks and degree levels. Doctorally prepared instructors, nondoctorally prepared professors, nondoctorally prepared assistant professors (academic and calendar year basis) and associate professors with doctoral degrees (academic year basis) experienced decreases in "real" dollars (Table 10). The average academic year faculty salaries, before and after adjustment for the CPI, for the one-year period 1989-90 to 1990-91 are presented in Figure 3.

TABLE 9. Mean Faculty Salaries for Academic and Calendar Year Basis and Percentage Increase in Salary According to Rank and Degree Level, 1990-91 and 1991-92

Rank and Degree Level	Number of Faculty 1990-91	Number of Faculty 1991-92	Academic Year Basis 1990-91	Academic Year Basis 1991-92	Calendar Year Basis 1990-91	Calendar Year Basis 1991-92	Percentage Increase in Salary 1991-92
Professor							
Doctoral	604	645	$52,932	$53,648	$64,694	$65,570	1.4
Nondoctoral	48	64	$46,968	$49,875	$57,405	$60,958	6.2
Associate							
Doctoral	1,397	1,466	$42,612	$43,993	$52,081	$53,770	3.2
Nondoctoral	626	604	$37,203	$38,509	$45,470	$47,067	3.5
Assistant							
Doctoral	1,212	1,307	$36,972	$37,899	$45,188	$46,321	2.5
Nondoctoral	2,144	2,123	$31,704	$32,936	$38,749	$40,255	3.9
Instructor							
Doctoral	32	29	$33,660	$34,199	$41,139	$41,798	1.6
Nondoctoral	1,093	1,106	$29,240	$30,510	$35,738	$37,290	4.3

Table 10. Percentage Change in Mean Faculty Salaries Adjusted for Inflation for Each of the One-Year Periods Since 1986-87

Academic Year Basis

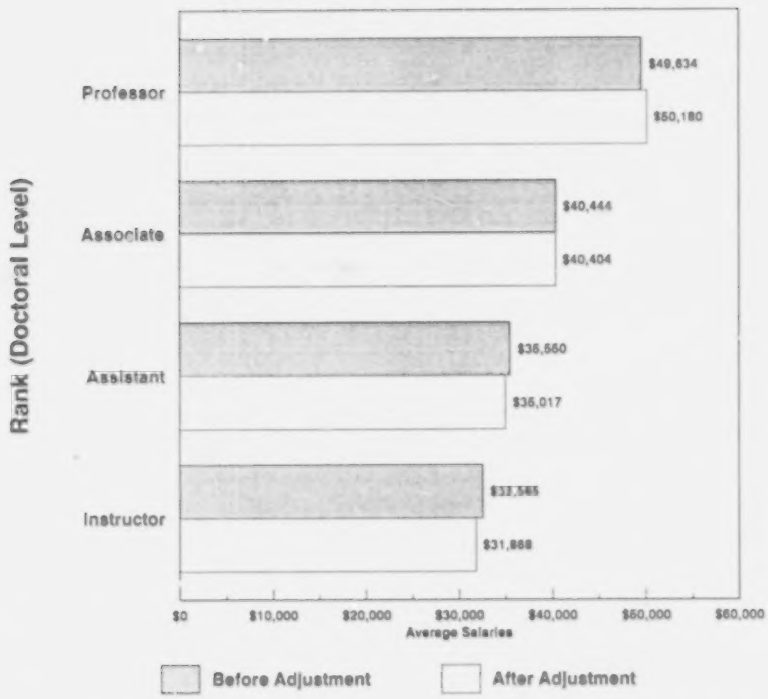
	Increase in Monetary Salary [1]								Increase After Adjustment for Inflation [2]								Increase in CPI [3]
	Professor		Associate		Assistant		Instructor		Professor		Associate		Assistant		Instructor		
	Doc	Non	Doc	Non	Doc	Non	Doc	Non	Doc	Non	Doc	Non	Doc	Non	Doc	Non	
1989-90 to 1990-91	6.6	3.9	5.4	5.7	4.0	5.7	3.3	5.5	1.1	-1.6	-0.1	0.2	-1.5	0.2	-2.2	0.0	5.5
1988-89 to 1989-90	5.2	1.6	5.5	4.9	5.4	5.6	4.3	8.1	0.5	-3.0	0.8	0.2	0.7	0.9	-0.4	3.2	4.7
1987-88 to 1988-89	5.2	7.5	4.4	5.1	6.4	5.5	12.0	6.2	0.6	2.8	-0.2	0.5	1.7	0.9	7.1	1.5	4.6
1986-87 to 1987-88	5.9	3.5	5.8	4.6	4.4	4.7	5.0	5.3	1.7	-0.6	1.6	0.5	0.3	0.6	0.9	1.1	4.1

Calendar Year Basis

	Increase in Monetary Salary [1]								Increase After Adjustment for Inflation [2]								Increase in CPI [3]
	Professor		Associate		Assistant		Instructor		Professor		Associate		Assistant		Instructor		
	Doc	Non	Doc	Non	Doc	Non	Doc	Non	Doc	Non	Doc	Non	Doc	Non	Doc	Non	
1989-90 to 1990-91	6.6	3.9	5.4	5.7	4.0	5.7	3.3	5.5	2.4	-0.3	1.2	1.5	-0.2	1.5	-0.9	1.3	4.2
1988-89 to 1989-90	5.2	1.6	5.5	4.9	5.4	5.6	4.3	8.1	0.4	-3.0	0.7	0.1	0.6	0.8	-0.5	3.1	4.8
1987-88 to 1988-89	5.2	7.5	4.4	5.1	6.4	5.5	12.0	6.2	1.1	3.3	0.3	1.0	2.2	1.3	7.6	2.0	4.1
1986-87 to 1987-88	5.9	3.5	5.8	4.6	4.4	4.7	5.0	5.3	2.1	-0.2	2.0	0.9	0.7	1.0	1.2	1.5	3.7

[1] Monetary salary is the reported mean annual salary; [2] Negative numbers = decreases in buying power; [3] CPI = **Consumer Price Index -- All Urban Consumers**; Source: Bureau of Labor Statistics.

Figure 3. Average Academic Year Faculty Salaries Before and After Adjustment for the CPI by Rank, One-Year Period, 1989-90 to 1990-91



4. Nurse Faculty Salaries Stratified by Gender

Nurse faculty salaries were also stratified by gender in addition to rank, degree status, and academic/calendar year. Median salaries were higher for female nurse faculty members at almost every rank and degree level excepting nondoctorally prepared assistant professors, instructors and "other" faculty (Table 11). Minimum and maximum salaries and quartile salaries are presented in Tables 12 and 13.

5. Nurse Faculty Salaries for Academic and Calendar Year Basis According to Rank and Degree Level Stratified by Selected Variables

Minimum and maximum salaries, mean salaries with standard deviations, median salaries, and quartile salaries are presented on both an academic and a calendar basis for faculty ranks according to degree level for source of institutional support; region; universities; four-year colleges; academic health centers; tenure status; teaching responsibilities; and schools with baccalaureate, masters, and doctoral programs. Academic year data are found in Tables 14 through 28. Calendar year data appear in Tables 29 through 43.

TABLE 11. **Mean and Median Nurse Faculty Salaries Stratified by Gender for Academic and Calendar Year Basis According to Rank and Degree Level, 1991-92.**

ACADEMIC YEAR BASIS Rank and Degree Level	MALE Mean	MALE SD	MALE Median	FEMALE Mean	FEMALE SD	FEMALE Median
Professor						
Doctoral	$52,686	$8,731	$50,491	$53,068	$11,290	$51,180
Nondoctoral	.	.	.	$49,508	$11,346	$50,532
Associate						
Doctoral	$44,327	$8,890	$42,040	$43,757	$7,305	$42,800
Nondoctoral	$34,135	$7,882	$34,807	$37,846	$6,544	$37,166
Assistant						
Doctoral	$37,605	$3,929	$37,275	$37,878	$4,866	$37,308
Nondoctoral	$33,682	$6,664	$32,301	$32,641	$5,115	$31,900
Instructor						
Doctoral	.	.	.	$34,648	$5,646	$33,909
Nondoctoral	$34,047	$8,414	$31,300	$30,202	$5,202	$29,260
Other Faculty*						
Doctoral	.	.	.	$39,097	$7,367	$37,319
Nondoctoral	$34,322	$9,911	$31,810	$31,080	$5,294	$30,065

CALENDAR YEAR BASIS Rank and Degree Level	MALE Mean	MALE SD	MALE Median	FEMALE Mean	FEMALE SD	FEMALE Median
Professor						
Doctoral	$64,394	$10,671	$61,712	$64,860	$13,799	$62,553
Nondoctoral	.	.	.	$60,510	$13,867	$61,761
Associate						
Doctoral	$54,177	$10,866	$51,382	$53,480	$8,929	$52,311
Nondoctoral	$41,720	$9,633	$42,541	$46,256	$7,999	$45,425
Assistant						
Doctoral	$45,962	$4,802	$45,558	$46,296	$5,948	$45,599
Nondoctoral	$41,167	$8,145	$39,478	$39,894	$6,251	$38,989
Instructor						
Doctoral	.	.	.	$42,347	$6,901	$41,445
Nondoctoral	$41,613	$10,284	$38,256	$36,913	$6,358	$35,762
Other Faculty*						
Doctoral	.	.	.	$47,786	$9,004	$45,612
Nondoctoral	$41,949	$12,113	$38,879	$37,987	$6,470	$36,746

Note: See Table 12 for number of faculty in each rank and degree level.
* Includes clinical specialists, lecturers, and visiting professors.

TABLE 12. **Minimum and Maximum Nurse Faculty Salaries Stratified by Gender for Academic and Calendar Year Basis According to Rank and Degree Level, 1991-92.**

ACADEMIC YEAR BASIS Rank and Degree Level	MALE N	MALE MIN	MALE MAX	FEMALE N	FEMALE MIN	FEMALE MAX
Professor						
Doctoral	18	40,129	71,033	664	24,719	99,000
Nondoctoral	0	.	.	93	25,616	68,899
Associate						
Doctoral	47	31,856	79,853	1469	24,941	80,340
Nondoctoral	10	22,091	47,139	703	19,882	60,836
Assistant						
Doctoral	42	31,500	46,886	1283	17,220	63,659
Nondoctoral	58	21,953	63,818	2295	16,175	70,364
Instructor						
Doctoral	0	.	.	32	22,909	48,474
Nondoctoral	38	20,330	60,108	1153	14,500	52,773
Other Faculty*						
Doctoral	0	.	.	68	27,201	68,727
Nondoctoral	6	26,000	53,628	506	13,995	52,445
CALENDAR YEAR BASIS Rank and Degree Level	MALE N	MALE MIN	MALE MAX	FEMALE N	FEMALE MIN	FEMALE MAX
Professor						
Doctoral	18	49,047	86,818	664	30,212	121,000
Nondoctoral	0	.	.	93	31,308	84,210
Associate						
Doctoral	47	38,935	97,598	1469	30,484	98,193
Nondoctoral	10	27,000	57,614	703	24,300	74,355
Assistant						
Doctoral	42	38,500	57,305	1283	21,047	77,806
Nondoctoral	58	26,832	78,000	2295	19,769	86,000
Instructor						
Doctoral	0	.	.	32	28,000	59,246
Nondoctoral	38	24,848	73,465	1153	17,722	64,500
Other Faculty*						
Doctoral	0	.	.	68	33,246	84,000
Nondoctoral	6	31,778	65,545	506	17,105	64,100

* Includes clinical specialists, lecturers, and visiting professors.

TABLE 13. **Nurse Faculty Salary Percentiles Stratified by Gender for Academic and Calendar Year Basis According to Rank and Degree Level, 1991-92.**

ACADEMIC YEAR BASIS Rank and Degree Level	MALE 25TH	MALE 50TH	MALE 75TH	FEMALE 25TH	FEMALE 50TH	FEMALE 75TH
Professor						
Doctoral	$46,050	$50,491	$56,348	$45,306	$51,180	$60,000
Nondoctoral	.	.	.	$40,999	$50,532	$60,960
Associate						
Doctoral	$37,500	$42,040	$50,000	$38,585	$42,800	$48,192
Nondoctoral	$27,309	$34,807	$40,174	$33,704	$37,166	$41,220
Assistant						
Doctoral	$34,732	$37,275	$38,850	$34,790	$37,308	$40,444
Nondoctoral	$29,108	$32,301	$37,443	$29,388	$31,900	$35,347
Instructor						
Doctoral	.	.	.	$29,987	$33,909	$38,192
Nondoctoral	$28,650	$31,300	$39,372	$26,750	$29,260	$33,000
Other Faculty*						
Doctoral	.	.	.	$34,971	$37,319	$40,939
Nondoctoral	$28,356	$31,810	$34,325	$28,000	$30,065	$34,000

CALENDAR YEAR BASIS Rank and Degree Level	MALE 25TH	MALE 50TH	MALE 75TH	FEMALE 25TH	FEMALE 50TH	FEMALE 75TH
Professor						
Doctoral	$56,283	$61,712	$68,870	$55,374	$62,553	$73,333
Nondoctoral	.	.	.	$50,110	$61,761	$74,507
Associate						
Doctoral	$45,833	$51,382	$61,111	$47,159	$52,311	$58,901
Nondoctoral	$33,378	$42,541	$49,102	$41,194	$45,425	$50,380
Assistant						
Doctoral	$42,450	$45,558	$47,483	$42,521	$45,599	$49,432
Nondoctoral	$35,576	$39,478	$45,764	$35,919	$38,989	$43,202
Instructor						
Doctoral	.	.	.	$36,651	$41,445	$46,679
Nondoctoral	$35,017	$38,256	$48,121	$32,694	$35,762	$40,333
Other Faculty*						
Doctoral	.	.	.	$42,743	$45,612	$50,037
Nondoctoral	$34,657	$38,879	$41,953	$34,222	$36,746	$41,556

Note: See Table 12 for number of faculty in each rank and degree level.
* Includes clinical specialists, lecturers, and visiting professors.

Table 14. **ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the NORTH ATLANTIC Region According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	54	$41,359	$90,417	156	$29,983	$67,526	148	$26,182	$51,954	3	.	.
Nondoctoral	6	$44,877	$55,088	65	$32,919	$58,129	218	$22,160	$55,149	63	$24,431	$43,400
Secular												
Doctoral	43	$38,643	$99,000	147	$29,100	$67,400	119	$27,615	$63,520	1	.	.
Nondoctoral	4	$30,500	$68,899	51	$28,000	$60,836	166	$20,455	$59,483	102	$23,293	$60,108
Religious												
Doctoral	16	$42,277	$72,900	73	$24,941	$61,000	53	$26,460	$46,855	1	.	.
Nondoctoral	2	.	.	18	$27,794	$47,500	134	$16,175	$46,469	37	$21,457	$33,955
Total												
Doctoral	113	$38,643	$99,000	376	$24,941	$67,526	320	$26,182	$63,520	5	$22,909	$39,080
Nondoctoral	12	$30,500	$68,899	134	$27,794	$60,836	518	$16,175	$59,483	202	$21,457	$60,108

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$60,124	$10,413	$59,790	$46,307	$7,204	$46,548	$40,146	$5,001	$40,000	.	.	.
Nondoctoral	$47,522	$3,815	$46,037	$43,227	$6,660	$41,980	$36,874	$4,852	$37,112	$31,705	$4,808	$30,887
Secular												
Doctoral	$58,054	$13,488	$54,984	$44,472	$7,467	$45,000	$39,295	$5,605	$39,220	.	.	.
Nondoctoral	$51,431	$16,851	$53,162	$39,935	$8,097	$37,915	$34,927	$6,006	$34,315	$33,963	$6,418	$33,620
Religious												
Doctoral	$55,426	$10,336	$56,051	$42,470	$7,775	$41,684	$37,328	$4,373	$37,636	.	.	.
Nondoctoral	.	.	.	$35,686	$5,252	$35,818	$31,630	$5,623	$30,000	$28,870	$2,763	$28,980
Total												
Doctoral	$58,671	$11,684	$56,955	$44,844	$7,537	$45,205	$39,363	$5,219	$39,000	$30,268	$6,192	$28,000
Nondoctoral	$47,750	$9,858	$46,012	$40,961	$7,496	$39,948	$34,893	$5,826	$34,533	$32,326	$5,734	$31,442

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$54,000	$59,790	$64,944	$41,324	$46,548	$49,918	$36,000	$40,000	$44,195	.	.	.
Nondoctoral	$45,496	$46,037	$47,596	$38,918	$41,980	$46,794	$33,439	$37,112	$39,565	$27,398	$30,887	$35,424
Secular												
Doctoral	$50,156	$54,984	$63,300	$40,140	$45,000	$48,994	$36,170	$39,220	$42,000	.	.	.
Nondoctoral	$38,250	$53,162	$64,612	$34,000	$37,915	$46,404	$30,764	$34,315	$39,053	$29,315	$33,620	$36,200
Religious												
Doctoral	$45,330	$56,051	$61,060	$36,108	$41,684	$47,531	$34,850	$37,636	$40,000	.	.	.
Nondoctoral	.	.	.	$31,000	$35,818	$38,624	$28,305	$30,000	$34,364	$27,000	$28,980	$31,131
TOTAL												
Doctoral	$50,523	$56,955	$63,573	$39,999	$45,205	$49,445	$36,000	$39,000	$42,801	$27,839	$28,000	$33,513
Nondoctoral	$43,277	$46,012	$51,342	$35,635	$39,948	$45,979	$30,445	$34,533	$38,750	$28,250	$31,442	$35,521

Table 15. **ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the MIDWESTERN Region According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	130	$35,395	$94,815	303	$30,000	$75,046	311	$23,500	$52,927	0	.	.
Nondoctoral	17	$32,997	$62,425	128	$29,400	$55,888	375	$23,727	$47,090	199	$15,000	$45,548
Secular												
Doctoral	17	$33,709	$96,955	23	$34,430	$58,909	27	$31,250	$53,272	6	$33,612	$44,423
Nondoctoral	0	.	.	15	$28,974	$45,790	113	$25,970	$51,545	138	$26,614	$55,309
Religious												
Doctoral	38	$25,364	$65,455	70	$27,399	$56,200	35	$25,580	$43,000	0	.	.
Nondoctoral	4	$34,499	$42,145	103	$22,600	$43,316	262	$20,300	$63,818	86	$18,360	$43,540
Total												
Doctoral	185	$25,364	$96,955	396	$27,399	$75,046	373	$23,500	$53,272	6	$33,612	$44,423
Nondoctoral	21	$32,997	$62,425	246	$22,600	$55,888	750	$20,300	$63,818	423	$15,000	$55,309

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$55,535	$11,436	$53,053	$45,429	$7,709	$43,823	$38,305	$4,116	$37,800	.	.	.
Nondoctoral	$42,138	$8,454	$41,011	$39,108	$5,487	$38,448	$32,886	$4,063	$32,531	$27,717	$3,786	$27,463
Secular												
Doctoral	$53,876	$19,546	$46,431	$46,220	$6,959	$47,153	$43,289	$5,765	$43,931	$40,407	$3,691	$41,033
Nondoctoral	.	.	.	$35,599	$4,067	$34,898	$34,813	$5,307	$34,000	$36,780	$4,458	$37,168
Religious												
Doctoral	$42,891	$8,979	$42,128	$40,846	$6,953	$39,805	$37,138	$3,742	$37,200	.	.	.
Nondoctoral	$37,441	$3,360	$36,559	$33,889	$4,592	$33,090	$29,957	$4,339	$29,538	$26,545	$3,831	$26,000
Total												
Doctoral	$52,785	$12,915	$50,016	$44,665	$7,730	$43,418	$38,556	$4,426	$37,852	$40,407	$3,691	$41,033
Nondoctoral	$41,243	$7,902	$38,450	$36,709	$5,635	$36,471	$32,153	$4,694	$31,608	$30,435	$5,989	$28,912

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$46,606	$53,053	$61,823	$40,000	$43,823	$49,389	$35,613	$37,800	$40,435	.	.	.
Nondoctoral	$35,533	$41,011	$45,453	$35,009	$38,448	$41,765	$30,135	$32,531	$35,074	$25,288	$27,463	$30,000
Secular												
Doctoral	$40,137	$46,431	$65,455	$39,000	$47,153	$52,418	$39,490	$43,931	$46,906	$39,780	$41,033	$42,560
Nondoctoral	.	.	.	$32,948	$34,898	$37,662	$31,595	$34,000	$37,811	$33,906	$37,168	$39,351
Religious												
Doctoral	$37,000	$42,128	$46,179	$36,317	$39,805	$47,300	$35,500	$37,200	$39,956	.	.	.
Nondoctoral	$35,092	$36,559	$39,789	$30,500	$33,090	$37,600	$27,030	$29,538	$32,175	$24,000	$26,000	$27,800
Total												
Doctoral	$43,777	$50,016	$59,952	$39,371	$43,418	$49,101	$35,686	$37,852	$40,956	$39,780	$41,033	$42,560
Nondoctoral	$35,533	$38,450	$43,877	$32,727	$36,471	$39,557	$28,757	$31,608	$34,523	$26,000	$28,912	$34,359

Table 16. **ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the SOUTHERN Region According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	193	$30,338	$85,009	480	$26,419	$80,340	406	$17,220	$63,659	12	$26,738	$37,303
Nondoctoral	9	$25,616	$62,332	182	$19,882	$56,405	698	$16,936	$70,364	352	$16,427	$46,931
Secular												
Doctoral	10	$24,719	$73,227	24	$31,376	$62,116	26	$30,707	$46,411	1	.	.
Nondoctoral	3	.	.	17	$27,000	$45,400	54	$22,000	$56,455	25	$24,500	$36,245
Religious												
Doctoral	18	$32,886	$75,020	31	$27,774	$47,635	18	$23,900	$46,450	0	.	.
Nondoctoral	0	.	.	18	$24,045	$41,000	100	$21,755	$41,058	23	$14,500	$33,000
Total												
Doctoral	221	$24,719	$85,009	535	$26,419	$80,340	450	$17,220	$63,659	13	$26,738	$37,303
Nondoctoral	12	$25,616	$62,332	217	$19,882	$56,405	852	$16,936	$70,364	400	$14,500	$46,931

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$50,572	$8,836	$49,980	$42,796	$7,116	$41,576	$36,164	$4,588	$35,850	$31,950	$3,315	$31,106
Nondoctoral	$38,707	$14,187	$40,645	$37,487	$6,527	$38,058	$31,763	$4,668	$31,220	$29,059	$5,944	$28,634
Secular												
Doctoral	$48,457	$14,733	$50,481	$44,373	$8,339	$44,430	$38,297	$4,764	$38,731	.	.	.
Nondoctoral	.	.	.	$32,969	$4,755	$31,815	$30,634	$5,408	$30,415	$30,802	$3,016	$31,091
Religious												
Doctoral	$43,860	$9,710	$43,815	$38,002	$5,732	$37,500	$35,454	$5,741	$35,642	.	.	.
Nondoctoral	.	.	.	$33,355	$4,279	$34,360	$31,008	$3,947	$31,450	$23,297	$4,962	$24,000
Total												
Doctoral	$49,930	$9,369	$49,275	$42,589	$7,188	$41,540	$36,259	$4,667	$35,973	$32,234	$3,334	$32,138
Nondoctoral	$38,025	$12,229	$37,468	$36,790	$6,431	$37,132	$31,603	$4,648	$31,199	$28,837	$4,200	$28,625

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$44,188	$49,980	$55,643	$38,304	$41,576	$46,657	$33,619	$35,850	$38,184	$29,581	$31,106	$34,603
Nondoctoral	$25,714	$40,645	$42,728	$34,902	$38,058	$41,111	$29,532	$31,220	$34,104	$26,793	$28,634	$31,059
Secular												
Doctoral	$35,250	$50,481	$59,319	$36,225	$44,430	$50,707	$33,246	$38,731	$42,533	.	.	.
Nondoctoral	.	.	.	$29,000	$31,815	$34,184	$27,100	$30,415	$32,606	$28,999	$31,091	$32,727
Religious												
Doctoral	$39,037	$43,815	$46,555	$33,467	$37,500	$43,264	$33,856	$35,642	$38,879	.	.	.
Nondoctoral	.	.	.	$30,601	$34,360	$36,349	$28,304	$31,450	$33,894	$18,800	$24,000	$27,418
Total												
Doctoral	$43,915	$49,275	$55,186	$37,878	$41,540	$46,540	$33,545	$35,973	$38,413	$29,900	$32,138	$35,000
Nondoctoral	$26,200	$37,468	$41,864	$33,900	$37,132	$40,620	$29,328	$31,199	$34,000	$26,744	$28,625	$31,091

Table 17. **ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the WESTERN Region According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	141	$35,842	$82,787	180	$33,100	$61,744	160	$28,200	$51,118	6	$31,466	$48,474
Nondoctoral	47	$31,911	$66,600	76	$29,843	$52,932	161	$24,000	$48,000	124	$20,573	$41,904
Secular												
Doctoral	4	$40,248	$41,901	4	$37,932	$52,119	1	.	.	0	.	.
Nondoctoral	1	.	.	7	$31,715	$38,295	19	$20,700	$38,486	9	$22,511	$36,298
Religious												
Doctoral	19	$33,866	$74,800	37	$31,500	$51,278	24	$25,766	$40,504	2	.	.
Nondoctoral	1	.	.	31	$27,309	$51,278	52	$22,000	$36,733	35	$22,812	$34,094
Total												
Doctoral	164	$33,866	$82,787	221	$31,500	$61,744	185	$25,766	$51,118	8	$31,466	$48,474
Nondoctoral	49	$31,911	$66,600	114	$27,309	$52,932	232	$20,700	$48,000	168	$20,573	$41,904

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$55,150	$8,746	$53,656	$44,135	$5,945	$43,545	$38,164	$4,359	$37,377	$38,252	$6,005	$36,420
Nondoctoral	$57,298	$6,602	$60,960	$40,241	$6,400	$39,807	$34,786	$5,206	$34,272	$31,740	$5,027	$30,366
Secular												
Doctoral	$40,892	$801	$40,710	$44,312	$6,969	$43,599	.	.	.	.	.	.
Nondoctoral	.	.	.	$34,846	$2,152	$35,190	$30,352	$5,227	$29,478	$28,438	$4,283	$27,818
Religious												
Doctoral	$47,184	$10,907	$43,920	$38,537	$4,712	$38,945	$35,104	$3,585	$34,753	.	.	.
Nondoctoral	.	.	.	$34,198	$5,502	$32,880	$30,545	$3,286	$30,543	$29,967	$2,896	$30,365
Total												
Doctoral	$53,880	$9,467	$52,932	$43,201	$6,120	$42,500	$37,738	$4,385	$37,067	$36,989	$5,591	$35,696
Nondoctoral	$56,623	$7,306	$60,960	$38,266	$6,584	$37,014	$33,472	$5,217	$32,637	$31,194	$4,706	$30,303

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$49,615	$53,656	$60,960	$39,199	$43,545	$48,192	$35,041	$37,377	$39,942	$34,971	$36,420	$41,760
Nondoctoral	$54,000	$60,960	$60,960	$34,783	$39,807	$46,174	$30,383	$34,272	$38,208	$27,791	$30,366	$36,420
Secular												
Doctoral	$40,248	$40,710	$41,536	$38,446	$43,599	$50,178	.	.	.	.	.	.
Nondoctoral	.	.	.	$33,120	$35,190	$36,053	$26,090	$29,478	$35,155	$25,256	$27,818	$30,760
Religious												
Doctoral	$40,934	$43,920	$53,733	$34,609	$38,945	$40,343	$32,787	$34,753	$37,259	.	.	.
Nondoctoral	.	.	.	$30,122	$32,880	$37,928	$28,299	$30,543	$32,637	$27,847	$30,365	$32,341
Total												
Doctoral	$47,806	$52,932	$60,960	$38,720	$42,500	$47,878	$34,943	$37,067	$39,730	$33,199	$35,696	$39,090
Nondoctoral	$52,932	$60,960	$60,960	$33,096	$37,014	$43,364	$29,643	$32,637	$36,468	$27,774	$30,303	$34,728

Table 18. **ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in UNIVERSITIES According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	490	$30,338	$94,815	1029	$26,419	$80,340	973	$17,220	$63,659	20	$26,738	$48,474
Nondoctoral	78	$25,616	$66,600	392	$19,882	$56,405	1296	$16,936	$70,364	698	$15,000	$46,931
Secular												
Doctoral	54	$24,719	$99,000	143	$29,864	$67,400	155	$27,615	$53,272	8	$33,513	$44,423
Nondoctoral	5	$33,000	$68,899	52	$27,000	$60,836	173	$20,700	$59,483	237	$23,293	$60,108
Religious												
Doctoral	72	$25,364	$75,020	154	$27,399	$61,000	112	$28,281	$46,855	2	.	.
Nondoctoral	6	$35,685	$44,792	80	$22,909	$51,278	264	$21,311	$63,818	77	$20,300	$43,540
Total												
Doctoral	616	$24,719	$99,000	1326	$26,419	$80,340	1240	$17,220	$63,659	30	$26,738	$48,474
Nondoctoral	89	$25,616	$68,899	524	$19,882	$60,836	1733	$16,936	$70,364	1012	$15,000	$60,108

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$54,096	$9,961	$52,516	$44,437	$7,212	$43,189	$37,488	$4,573	$37,000	$33,438	$5,270	$32,760
Nondoctoral	$51,296	$11,032	$55,288	$39,358	$6,361	$39,195	$33,049	$4,888	$32,376	$29,253	$4,384	$28,603
Secular												
Doctoral	$58,903	$15,916	$55,378	$46,976	$6,744	$47,357	$40,262	$5,130	$39,875	$38,949	$4,164	$40,392
Nondoctoral	$47,432	$16,114	$39,012	$39,034	$8,226	$36,325	$35,595	$6,550	$35,000	$35,764	$5,352	$35,738
Religious												
Doctoral	$47,364	$11,450	$44,610	$42,088	$6,863	$41,367	$37,462	$3,633	$37,250	.	.	.
Nondoctoral	$40,368	$3,317	$41,076	$35,382	$5,320	$35,330	$31,675	$5,205	$30,999	$29,597	$3,804	$30,114
Total												
Doctoral	$53,730	$11,093	$52,138	$44,438	$7,211	$43,530	$37,832	$4,658	$37,319	$34,892	$5,347	$33,909
Nondoctoral	$50,342	$11,269	$52,932	$38,719	$6,568	$38,382	$33,094	$5,213	$32,342	$30,804	$5,344	$30,000

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$47,250	$52,516	$60,500	$39,448	$43,189	$48,289	$34,693	$37,000	$39,876	$29,581	$32,760	$36,420
Nondoctoral	$43,000	$55,288	$60,960	$35,576	$39,195	$42,817	$30,000	$32,376	$35,783	$26,582	$28,603	$31,571
Secular												
Doctoral	$48,598	$55,378	$69,000	$43,500	$47,357	$50,686	$37,227	$39,875	$43,121	$34,626	$40,392	$41,812
Nondoctoral	$35,923	$39,012	$60,325	$33,060	$36,325	$43,851	$31,000	$35,000	$40,000	$32,364	$35,738	$38,584
Religious												
Doctoral	$39,878	$44,610	$54,882	$37,029	$41,367	$47,044	$34,925	$37,250	$40,000	.	.	.
Nondoctoral	$37,433	$41,076	$42,145	$31,723	$35,330	$39,249	$28,237	$30,999	$34,000	$27,466	$30,114	$31,868
Total												
Doctoral	$46,047	$52,138	$60,501	$39,404	$43,530	$48,517	$34,873	$37,319	$40,194	$30,074	$33,909	$37,303
Nondoctoral	$41,120	$52,932	$60,960	$34,558	$38,382	$41,995	$29,885	$32,342	$36,000	$27,124	$30,000	$33,927

Table 19. **ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in FOUR-YEAR COLLEGES According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	26	$32,100	$70,223	72	$28,000	$58,129	47	$30,950	$49,395	1	.	.
Nondoctoral	1	.	.	50	$24,000	$58,129	125	$22,500	$46,305	26	$26,721	$43,400
Secular												
Doctoral	20	$31,635	$55,713	54	$29,100	$51,000	16	$28,100	$41,000	0	.	.
Nondoctoral	3	.	.	38	$28,000	$46,719	167	$20,455	$44,410	36	$22,511	$36,420
Religious												
Doctoral	18	$33,866	$48,037	57	$24,941	$49,494	18	$23,900	$39,000	1	.	.
Nondoctoral	1	.	.	90	$22,600	$41,975	279	$20,300	$41,047	104	$14,500	$32,868
Total												
Doctoral	64	$31,635	$70,223	183	$24,941	$58,129	81	$23,900	$49,395	2	$22,909	$39,080
Nondoctoral	5	$30,500	$46,000	178	$22,600	$58,129	571	$20,300	$46,305	166	$14,500	$43,400

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$52,518	$12,701	$48,326	$41,685	$7,475	$39,749	$41,949	$5,152	$44,056	.	.	.
Nondoctoral	.	.	.	$39,133	$7,874	$37,409	$34,176	$4,988	$33,208	$32,455	$4,653	$30,192
Secular												
Doctoral	$43,978	$5,974	$44,052	$38,424	$5,594	$38,207	$32,958	$3,690	$32,362	.	.	.
Nondoctoral	.	.	.	$35,403	$4,967	$34,802	$31,835	$4,031	$31,778	$29,136	$3,598	$28,938
Religious												
Doctoral	$41,069	$4,169	$42,128	$36,526	$5,355	$35,564	$31,286	$4,764	$32,621	.	.	.
Nondoctoral	.	.	.	$32,921	$3,976	$32,310	$29,603	$3,537	$29,216	$25,546	$3,527	$26,000
Total												
Doctoral	$46,629	$10,240	$43,907	$39,116	$6,677	$38,000	$37,804	$6,855	$36,044	$30,995	$11,435	$30,995
Nondoctoral	$37,898	$6,089	$36,723	$35,196	$6,107	$34,354	$31,257	$4,422	$31,000	$27,407	$4,543	$27,000

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$43,051	$48,326	$64,944	$35,984	$39,749	$47,568	$36,115	$44,056	$46,176	.	.	.
Nondoctoral	.	.	.	$34,740	$37,409	$42,684	$30,680	$33,208	$36,247	$29,000	$30,192	$35,611
Secular												
Doctoral	$39,763	$44,052	$49,320	$35,000	$38,207	$43,000	$31,007	$32,362	$34,019	.	.	.
Nondoctoral	.	.	.	$31,715	$34,802	$37,662	$29,478	$31,778	$34,600	$25,799	$28,938	$32,012
Religious												
Doctoral	$37,885	$42,128	$43,899	$33,420	$35,564	$39,809	$26,460	$32,621	$35,000	.	.	.
Nondoctoral	.	.	.	$30,068	$32,310	$36,159	$27,100	$29,216	$31,670	$24,000	$26,000	$27,421
Total												
Doctoral	$40,133	$43,907	$50,116	$34,799	$38,000	$42,064	$33,075	$36,044	$44,246	$22,909	$30,995	$39,080
Nondoctoral	$34,499	$36,723	$41,769	$31,034	$34,354	$37,793	$28,050	$31,000	$33,930	$24,624	$27,000	$29,472

Table 20.

ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with an ACADEMIC HEALTH CENTER According to Rank by Type of Institution and Degree Level

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	259	$36,250	$94,815	553	$29,396	$79,853	546	$23,318	$63,659	6	$30,074	$37,300
Nondoctoral	9	$26,686	$62,425	155	$22,385	$56,405	462	$18,370	$70,364	278	$16,720	$46,931
Secular												
Doctoral	35	$24,719	$99,000	96	$31,376	$67,400	129	$27,615	$63,520	8	$33,513	$44,423
Nondoctoral	3	.	.	12	$28,808	$60,836	107	$22,091	$59,483	220	$23,293	$60,108
Religious												
Doctoral	13	$34,036	$65,455	35	$27,399	$56,200	27	$28,281	$45,818	0	.	.
Nondoctoral	0	.	.	15	$25,984	$43,316	69	$21,311	$63,818	19	$20,300	$43,540
Total												
Doctoral	307	$24,719	$99,000	684	$27,399	$79,853	702	$23,318	$63,659	14	$30,074	$44,423
Nondoctoral	12	$26,686	$68,899	182	$22,385	$60,836	638	$18,370	$70,364	517	$16,720	$60,108

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$55,489	$10,070	$54,205	$45,280	$7,623	$43,692	$37,793	$4,502	$37,189	$33,684	$2,474	$33,794
Nondoctoral	$44,946	$11,903	$42,728	$39,363	$6,754	$39,254	$32,824	$5,377	$31,986	$29,232	$3,846	$28,636
Secular												
Doctoral	$64,612	$16,108	$61,178	$48,376	$6,400	$47,849	$40,925	$5,607	$40,000	$38,949	$4,164	$40,392
Nondoctoral	.	.	.	$43,572	$9,157	$40,695	$38,951	$5,918	$38,873	$36,238	$5,235	$36,227
Religious												
Doctoral	$49,101	$10,813	$46,680	$43,205	$6,520	$42,562	$38,612	$3,619	$37,636	.	.	.
Nondoctoral	.	.	.	$37,168	$5,157	$38,373	$31,497	$6,103	$30,843	$27,659	$5,771	$26,353
Total												
Doctoral	$56,259	$11,383	$54,421	$45,609	$7,499	$44,627	$38,400	$4,842	$37,761	$36,693	$4,359	$35,320
Nondoctoral	$47,729	$13,094	$44,091	$39,459	$6,894	$39,261	$33,708	$6,037	$32,843	$32,155	$5,761	$31,091

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$48,731	$54,205	$60,156	$39,783	$43,692	$49,386	$35,102	$37,189	$39,872	$32,138	$33,794	$35,000
Nondoctoral	$40,645	$42,728	$55,680	$35,543	$39,254	$42,514	$30,000	$31,986	$35,437	$27,000	$28,636	$31,091
Secular												
Doctoral	$52,530	$61,178	$79,773	$44,646	$47,849	$51,169	$37,550	$40,000	$43,700	$34,626	$40,392	$41,812
Nondoctoral	.	.	.	$39,121	$40,695	$47,644	$34,691	$38,873	$42,014	$32,997	$36,227	$38,746
Religious												
Doctoral	$43,315	$46,680	$57,540	$39,796	$42,562	$48,927	$36,623	$37,636	$40,909	.	.	.
Nondoctoral	.	.	.	$34,911	$38,373	$42,226	$27,500	$30,843	$33,981	$22,801	$26,353	$30,927
Total												
Doctoral	$48,731	$54,421	$61,400	$40,078	$44,627	$49,591	$35,498	$37,761	$40,741	$33,513	$35,320	$41,004
Nondoctoral	$39,828	$44,091	$59,157	$35,664	$39,261	$42,353	$30,200	$32,843	$36,428	$28,000	$31,091	$35,972

Table 21. **ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for TENURED FACULTY in All Schools According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	467	$30,338	$94,815	785	$26,419	$77,474	178	$23,500	$63,659	1	.	.
Nondoctoral	69	$25,616	$66,600	378	$19,882	$58,129	552	$16,936	$55,149	7	$27,700	$40,858
Secular												
Doctoral	54	$24,719	$99,000	113	$29,100	$67,400	38	$29,289	$53,272	6	$33,612	$44,423
Nondoctoral	5	$33,000	$68,899	41	$27,000	$54,825	87	$26,200	$51,545	117	$28,186	$55,309
Religious												
Doctoral	68	$25,364	$75,020	134	$27,399	$61,000	31	$31,758	$46,855	0	.	.
Nondoctoral	7	$34,499	$44,792	123	$22,600	$51,278	149	$20,300	$46,469	2	.	.
Total												
Doctoral	589	$24,719	$99,000	1032	$26,419	$77,474	247	$23,500	$63,659	7	$29,900	$44,423
Nondoctoral	81	$25,616	$68,899	542	$19,882	$58,129	788	$16,936	$55,149	126	$25,032	$55,309

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$54,587	$10,194	$53,000	$44,746	$7,424	$43,753	$38,594	$5,496	$37,671	.	.	.
Nondoctoral	$51,999	$10,345	$55,488	$39,796	$6,229	$39,301	$34,499	$4,780	$33,850	$32,054	$4,508	$30,447
Secular												
Doctoral	$57,808	$15,766	$52,447	$45,250	$7,689	$45,870	$41,429	$5,884	$40,850	$40,407	$3,691	$41,033
Nondoctoral	$49,447	$14,899	$46,000	$37,909	$7,530	$35,440	$36,795	$5,522	$36,700	$37,827	$3,909	$37,706
Religious												
Doctoral	$47,375	$11,618	$44,479	$42,956	$6,739	$42,511	$37,680	$3,779	$37,169	.	.	.
Nondoctoral	$39,529	$3,753	$40,476	$35,042	$4,674	$34,815	$32,551	$4,802	$32,000	.	.	.
Total												
Doctoral	$54,050	$11,261	$52,321	$44,569	$7,389	$43,862	$38,915	$5,470	$38,160	$38,906	$5,208	$41,004
Nondoctoral	$50,764	$10,751	$52,932	$38,574	$6,330	$38,190	$34,384	$4,995	$33,764	$37,450	$4,295	$37,555

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$47,563	$53,000	$60,960	$39,281	$43,753	$48,714	$34,607	$37,671	$41,938	.	.	.
Nondoctoral	$44,000	$55,488	$60,960	$35,989	$39,301	$42,751	$31,281	$33,850	$37,496	$29,310	$30,447	$35,156
Secular												
Doctoral	$46,431	$52,447	$63,300	$40,350	$45,870	$49,500	$37,390	$40,850	$45,315	$39,780	$41,033	$42,560
Nondoctoral	$39,012	$46,000	$60,325	$31,815	$35,440	$43,323	$32,659	$36,700	$40,975	$36,020	$37,706	$39,681
Religious												
Doctoral	$39,626	$44,479	$54,882	$37,926	$42,511	$47,635	$34,850	$37,169	$40,700	.	.	.
Nondoctoral	$35,685	$40,476	$42,145	$31,089	$34,815	$38,165	$29,008	$32,000	$34,629	.	.	.
Total												
Doctoral	$46,050	$52,321	$60,960	$39,149	$43,862	$48,937	$35,000	$38,160	$42,019	$33,612	$41,004	$42,560
Nondoctoral	$42,145	$52,932	$60,960	$34,500	$38,190	$41,782	$31,087	$33,764	$37,618	$35,229	$37,555	$39,681

Table 22.

ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for NONTENURED FACULTY in All Schools According to Rank by Type of Institution and Degree Level

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	37	$32,100	$66,682	290	$28,000	$80,340	763	$20,559	$54,385	11	$26,738	$39,080
Nondoctoral	3	.	.	53	$24,000	$52,932	653	$22,160	$70,364	472	$15,000	$46,931
Secular												
Doctoral	5	$33,709	$73,227	42	$29,864	$63,600	102	$27,615	$52,314	1	.	.
Nondoctoral	0	.	.	15	$28,400	$58,091	108	$20,700	$58,909	51	$25,000	$60,108
Religious												
Doctoral	11	$33,800	$57,273	51	$29,500	$54,655	84	$23,900	$46,450	2	.	.
Nondoctoral	0	.	.	34	$22,909	$39,600	262	$16,175	$63,818	118	$18,360	$37,000
Total												
Doctoral	53	$32,100	$73,227	383	$28,000	$80,340	949	$20,559	$54,385	14	$26,738	$39,080
Nondoctoral	3	$31,911	$60,960	102	$22,909	$58,091	1023	$16,175	$70,364	641	$15,000	$60,108

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$50,152	$7,846	$50,000	$42,955	$6,726	$41,577	$37,770	$4,353	$37,150	$32,299	$4,017	$31,466
Nondoctoral	.	.	.	$37,289	$6,248	$35,871	$32,472	$4,718	$31,560	$29,180	$4,542	$28,331
Secular												
Doctoral	$46,051	$15,537	$41,171	$44,969	$7,372	$44,500	$39,221	$5,284	$39,246	.	.	.
Nondoctoral	.	.	.	$37,267	$6,917	$36,100	$32,520	$5,594	$31,547	$33,297	$6,966	$31,091
Religious												
Doctoral	$44,703	$6,954	$44,000	$37,026	$5,562	$35,329	$36,510	$4,331	$37,000	.	.	.
Nondoctoral	.	.	.	$30,564	$3,881	$30,801	$30,000	$4,500	$29,216	$27,676	$3,721	$27,445
Total												
Doctoral	$48,634	$8,720	$50,000	$42,386	$6,994	$41,369	$37,814	$4,496	$37,358	$32,514	$3,552	$33,123
Nondoctoral	$51,277	$16,771	$60,960	$35,044	$6,464	$34,160	$31,844	$4,881	$31,021	$29,230	$4,824	$28,485

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$45,969	$50,000	$55,757	$38,940	$41,577	$46,182	$34,943	$37,150	$40,058	$29,000	$31,466	$36,420
Nondoctoral	.	.	.	$33,182	$35,871	$41,000	$29,331	$31,560	$34,824	$26,384	$28,331	$31,564
Secular												
Doctoral	$40,248	$41,171	$41,901	$40,729	$44,500	$49,705	$35,631	$39,246	$42,545	.	.	.
Nondoctoral	.	.	.	$33,120	$36,100	$38,995	$29,000	$31,547	$34,499	$29,090	$31,091	$35,075
Religious												
Doctoral	$40,009	$44,000	$50,515	$33,000	$35,329	$40,713	$34,493	$37,000	$39,150	.	.	.
Nondoctoral	.	.	.	$28,199	$30,801	$32,500	$27,282	$29,216	$32,087	$25,000	$27,445	$30,500
Total												
Doctoral	$42,832	$50,000	$53,200	$38,000	$41,369	$46,152	$34,991	$37,358	$40,138	$29,900	$33,123	$34,971
Nondoctoral	$31,911	$60,960	$60,960	$31,000	$34,160	$38,000	$28,695	$31,021	$34,104	$26,250	$28,485	$31,574

Table 23.

ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH UNDERGRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	76	$30,338	$85,891	278	$26,419	$63,487	345	$17,220	$63,659	13	$27,839	$41,760
Nondoctoral	58	$25,616	$66,600	328	$19,882	$58,129	1234	$16,936	$55,149	640	$15,000	$46,931
Secular												
Doctoral	15	$31,635	$59,319	44	$29,864	$56,443	47	$27,615	$50,445	0	.	.
Nondoctoral	5	$30,500	$46,000	69	$27,000	$54,825	274	$20,455	$51,545	203	$22,511	$55,309
Religious												
Doctoral	33	$31,103	$75,020	80	$24,941	$52,631	62	$23,900	$46,855	1	.	.
Nondoctoral	7	$34,499	$44,792	148	$22,600	$51,278	486	$20,300	$46,469	165	$14,500	$37,000
Total												
Doctoral	124	$30,338	$85,891	402	$24,941	$63,487	454	$17,220	$63,659	14	$22,909	$41,760
Nondoctoral	70	$25,616	$66,600	545	$19,882	$58,129	1994	$16,936	$55,149	1008	$14,500	$55,309

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$50,277	$10,525	$49,270	$41,178	$5,910	$40,327	$36,722	$4,997	$36,000	$33,465	$4,254	$33,382
Nondoctoral	$51,761	$10,839	$56,739	$38,412	$6,167	$38,188	$32,961	$4,853	$32,167	$29,034	$4,306	$28,431
Secular												
Doctoral	$45,294	$6,988	$45,500	$40,748	$6,363	$38,925	$36,642	$4,931	$36,735	.	.	.
Nondoctoral	$36,429	$5,892	$35,923	$36,440	$6,515	$34,850	$33,188	$5,330	$32,477	$34,752	$5,277	$35,328
Religious												
Doctoral	$43,596	$9,630	$42,277	$37,642	$5,930	$36,786	$35,693	$4,879	$36,601	.	.	.
Nondoctoral	$39,529	$3,753	$40,476	$33,865	$4,593	$33,045	$30,238	$4,139	$29,983	$26,857	$3,956	$26,775
Total												
Doctoral	$47,896	$10,321	$46,095	$40,427	$6,112	$39,795	$36,573	$4,976	$36,068	$32,711	$4,966	$32,760
Nondoctoral	$49,443	$11,772	$50,532	$36,928	$6,147	$36,541	$32,328	$4,904	$31,598	$29,829	$5,161	$28,915

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$43,538	$49,270	$56,299	$36,992	$40,327	$45,000	$33,876	$36,000	$38,919	$30,074	$33,382	$36,420
Nondoctoral	$44,000	$56,739	$60,960	$34,918	$38,188	$41,787	$29,919	$32,167	$35,610	$26,399	$28,431	$31,327
Secular												
Doctoral	$40,137	$45,500	$50,181	$35,614	$38,925	$46,609	$32,765	$36,735	$40,000	.	.	.
Nondoctoral	$33,000	$35,923	$36,723	$31,760	$34,850	$37,915	$29,808	$32,477	$36,092	$30,400	$35,328	$38,203
Religious												
Doctoral	$37,000	$42,277	$46,010	$33,421	$36,786	$41,100	$33,235	$36,601	$38,160	.	.	.
Nondoctoral	$35,685	$40,476	$42,145	$30,483	$33,045	$37,142	$27,405	$29,983	$32,600	$24,545	$26,775	$29,580
Total												
Doctoral	$41,136	$46,095	$52,932	$35,883	$39,795	$44,681	$33,729	$36,068	$39,046	$29,262	$32,760	$36,420
Nondoctoral	$40,645	$50,532	$60,960	$32,880	$36,541	$40,456	$29,112	$31,598	$35,000	$26,480	$28,915	$32,727

Table 24.

ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH GRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	204	$35,030	$94,815	307	$30,682	$77,474	178	$26,146	$54,385	1	.	.
Nondoctoral	5	$26,686	$60,960	22	$22,385	$58,129	44	$18,370	$48,608	28	$25,364	$45,548
Secular												
Doctoral	17	$35,250	$81,818	47	$29,990	$62,116	36	$32,236	$63,520	1	.	.
Nondoctoral	2	.	.	4	$38,995	$53,288	42	$26,000	$59,483	35	$26,530	$60,108
Religious												
Doctoral	20	$35,607	$64,800	32	$34,609	$55,358	10	$33,690	$45,818	0	.	.
Nondoctoral	0	.	.	7	$22,909	$43,316	14	$16,175	$63,818	5	$28,980	$43,540
Total												
Doctoral	241	$35,030	$94,815	386	$29,990	$77,474	224	$26,146	$63,520	2	$33,513	$48,474
Nondoctoral	7	$26,686	$68,899	33	$22,385	$58,129	100	$16,175	$63,818	68	$25,364	$60,108

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$56,796	$11,074	$55,889	$46,135	$7,291	$45,678	$39,491	$5,073	$38,886	.	.	.
Nondoctoral	$46,133	$15,745	$52,932	$41,141	$9,059	$41,614	$33,825	$5,978	$34,161	$33,232	$5,250	$32,314
Secular												
Doctoral	$56,352	$11,324	$55,250	$46,249	$6,356	$46,350	$41,430	$5,110	$40,009	.	.	.
Nondoctoral	.	.	.	$43,108	$6,863	$40,075	$38,152	$6,327	$38,659	$35,477	$8,181	$32,445
Religious												
Doctoral	$46,316	$7,602	$44,197	$42,871	$5,462	$42,282	$38,274	$3,715	$38,045	.	.	.
Nondoctoral	.	.	.	$37,836	$7,444	$41,990	$35,875	$10,797	$35,682	$33,666	$5,800	$30,927
Total												
Doctoral	$55,895	$11,189	$55,012	$45,878	$7,092	$45,509	$39,749	$5,068	$39,293	$40,993	$10,579	$40,993
Nondoctoral	$51,413	$15,896	$58,176	$40,678	$8,445	$41,248	$35,929	$7,175	$35,205	$34,420	$6,950	$32,303

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$48,827	$55,889	$63,281	$40,971	$45,678	$50,073	$35,999	$38,886	$43,355	.	.	.
Nondoctoral	$31,911	$52,932	$58,176	$36,742	$41,614	$46,928	$30,173	$34,161	$35,795	$29,227	$32,314	$36,222
Secular												
Doctoral	$50,523	$55,250	$62,384	$42,000	$46,350	$50,135	$38,651	$40,009	$43,106	.	.	.
Nondoctoral	.	.	.	$38,995	$40,075	$47,221	$33,423	$38,659	$42,550	$29,929	$32,445	$40,950
Religious												
Doctoral	$41,913	$44,197	$48,379	$38,848	$42,282	$47,222	$35,599	$38,045	$40,700	.	.	.
Nondoctoral	.	.	.	$33,390	$41,990	$42,518	$31,431	$35,682	$40,500	$30,927	$30,927	$33,955
Total												
Doctoral	$47,563	$55,012	$62,540	$40,922	$45,509	$50,000	$36,108	$39,293	$43,244	$33,513	$40,993	$48,474
Nondoctoral	$31,911	$58,176	$60,960	$38,040	$41,248	$43,364	$31,950	$35,205	$40,271	$29,692	$32,303	$37,432

Table 25. **ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH BOTH UNDERGRADUATE AND GRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	219	$35,395	$86,403	500	$30,160	$80,340	485	$27,420	$52,927	6	$26,738	$37,303
Nondoctoral	15	$33,162	$62,425	83	$29,400	$56,405	145	$25,860	$70,364	63	$24,847	$46,773
Secular												
Doctoral	38	$24,719	$99,000	93	$29,100	$67,400	73	$28,100	$53,272	6	$33,612	$44,423
Nondoctoral	1	.	.	12	$28,808	$60,836	21	$22,091	$56,455	19	$28,999	$38,886
Religious												
Doctoral	31	$25,364	$72,900	87	$27,774	$61,000	54	$30,064	$46,400	2	.	.
Nondoctoral	0	.	.	12	$22,909	$40,000	34	$26,632	$45,491	8	$26,447	$33,500
Total												
Doctoral	288	$24,719	$99,000	680	$27,774	$80,340	612	$27,420	$53,272	14	$26,738	$44,423
Nondoctoral	16	$33,162	$62,425	107	$22,909	$60,836	200	$22,091	$70,364	90	$24,847	$46,773

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$52,938	$8,212	$52,010	$44,027	$6,661	$42,643	$37,651	$4,026	$37,150	$31,302	$3,988	$29,900
Nondoctoral	$50,493	$10,745	$50,532	$41,196	$6,479	$39,896	$34,728	$5,402	$33,880	$30,964	$4,341	$30,456
Secular												
Doctoral	$57,843	$18,092	$51,293	$45,384	$8,244	$45,738	$40,583	$5,892	$40,500	$40,407	$3,691	$41,033
Nondoctoral	.	.	.	$39,867	$9,032	$37,222	$33,069	$6,864	$32,727	$34,835	$2,742	$35,338
Religious												
Doctoral	$49,058	$12,076	$45,488	$41,533	$7,302	$40,105	$37,421	$3,498	$37,334	.	.	.
Nondoctoral	.	.	.	$34,545	$5,266	$36,141	$33,585	$4,232	$32,730	$30,694	$2,528	$31,200
Total												
Doctoral	$53,168	$10,650	$51,543	$43,893	$7,043	$42,775	$37,980	$4,349	$37,500	$35,475	$5,607	$34,291
Nondoctoral	$49,776	$10,770	$47,993	$40,301	$6,944	$39,228	$34,360	$5,404	$33,480	$31,757	$4,210	$31,200

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$47,279	$52,010	$58,467	$39,679	$42,643	$47,455	$34,943	$37,150	$39,682	$29,000	$29,900	$34,971
Nondoctoral	$42,728	$50,532	$60,960	$36,055	$39,896	$45,164	$31,361	$33,880	$36,936	$28,175	$30,456	$32,727
Secular												
Doctoral	$45,569	$51,293	$73,200	$40,350	$45,738	$50,900	$36,808	$40,500	$44,243	$39,780	$41,033	$42,560
Nondoctoral	.	.	.	$34,422	$37,222	$43,985	$30,669	$32,727	$33,272	$33,824	$35,338	$36,105
Religious												
Doctoral	$40,009	$45,488	$58,700	$36,470	$40,105	$47,000	$34,805	$37,334	$40,500	.	.	.
Nondoctoral	.	.	.	$31,370	$36,141	$38,591	$30,688	$32,730	$36,487	$28,879	$31,200	$32,724
Total												
Doctoral	$45,952	$51,543	$59,301	$39,105	$42,775	$47,836	$34,988	$37,500	$40,097	$29,900	$34,291	$41,004
Nondoctoral	$41,869	$47,993	$60,960	$35,148	$39,228	$44,007	$30,905	$33,480	$36,738	$28,931	$31,200	$34,230

Table 26. **ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a BACCALAUREATE PROGRAM ONLY According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	49	$30,338	$70,110	151	$26,419	$58,129	104	$20,559	$50,615	4	$26,738	$39,080
Nondoctoral	19	$25,616	$66,600	139	$19,882	$58,129	393	$16,936	$49,000	129	$15,000	$39,080
Secular												
Doctoral	8	$31,635	$49,749	36	$29,864	$58,850	18	$28,500	$42,325	0	.	.
Nondoctoral	2	.	.	36	$28,925	$54,825	137	$21,953	$44,410	34	$22,511	$36,818
Religious												
Doctoral	35	$31,103	$75,020	69	$24,941	$52,305	36	$23,900	$46,855	1	.	.
Nondoctoral	6	$34,499	$44,792	113	$24,045	$51,278	331	$21,311	$63,818	106	$14,500	$34,094
Total												
Doctoral	92	$30,338	$75,020	256	$24,941	$58,850	158	$20,559	$50,615	5	$22,909	$39,080
Nondoctoral	27	$25,616	$66,600	288	$19,882	$58,129	861	$16,936	$63,818	269	$14,500	$39,080

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$47,369	$8,055	$46,001	$40,363	$5,379	$39,570	$36,868	$5,119	$35,712	$33,064	$5,241	$33,219
Nondoctoral	$46,535	$11,704	$46,024	$37,745	$6,273	$37,621	$32,806	$4,784	$32,057	$28,339	$3,636	$28,500
Secular												
Doctoral	$42,459	$6,064	$42,362	$42,118	$7,647	$38,980	$35,119	$4,167	$34,077	.	.	.
Nondoctoral	.	.	.	$38,848	$7,594	$35,909	$32,144	$3,639	$32,000	$28,971	$3,141	$28,920
Religious												
Doctoral	$45,116	$11,382	$42,822	$36,824	$6,001	$35,512	$34,383	$5,913	$33,928	.	.	.
Nondoctoral	$39,094	$3,912	$38,955	$33,124	$4,368	$32,087	$29,942	$4,465	$29,336	$25,891	$4,053	$26,000
Total												
Doctoral	$46,085	$9,374	$44,206	$39,656	$6,162	$38,705	$36,103	$5,295	$35,088	$31,033	$6,421	$31,466
Nondoctoral	$44,125	$10,610	$44,000	$36,070	$6,256	$35,684	$31,599	$4,685	$31,116	$27,454	$3,949	$27,500

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$43,572	$46,001	$51,525	$36,846	$39,570	$44,619	$33,826	$35,712	$40,064	$29,102	$33,219	$37,026
Nondoctoral	$43,000	$46,024	$54,000	$34,364	$37,621	$41,785	$29,532	$32,057	$35,281	$26,750	$28,500	$30,114
Secular												
Doctoral	$38,967	$42,362	$47,815	$36,189	$38,980	$48,569	$31,840	$34,077	$39,875	.	.	.
Nondoctoral	.	.	.	$33,250	$35,909	$46,418	$30,000	$32,000	$34,274	$27,818	$28,920	$30,760
Religious												
Doctoral	$35,582	$42,822	$48,037	$32,965	$35,512	$40,125	$29,951	$33,928	$38,368	.	.	.
Nondoctoral	$35,685	$38,955	$41,676	$30,122	$32,087	$36,000	$27,100	$29,336	$32,450	$23,453	$26,000	$27,575
Total												
Doctoral	$40,525	$44,206	$49,894	$35,439	$38,705	$44,144	$32,765	$35,088	$39,750	$26,738	$31,466	$34,971
Nondoctoral	$36,723	$44,000	$50,500	$31,719	$35,684	$39,765	$28,500	$31,116	$34,180	$25,500	$27,500	$29,500

Table 27. **ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a MASTER'S PROGRAM According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	454	$33,564	$94,815	945	$29,396	$80,340	901	$17,220	$63,659	17	$27,839	$48,474
Nondoctoral	54	$31,911	$62,425	288	$28,427	$58,129	971	$22,160	$70,364	602	$19,200	$46,931
Secular												
Doctoral	56	$24,719	$99,000	146	$29,100	$67,400	133	$27,615	$63,520	2	.	.
Nondoctoral	5	$33,000	$68,899	49	$27,000	$60,836	179	$20,700	$59,483	123	$23,293	$60,108
Religious												
Doctoral	56	$25,364	$72,900	138	$27,774	$61,000	92	$31,000	$46,400	2	.	.
Nondoctoral	1	.	.	50	$22,909	$47,500	191	$16,175	$45,491	69	$24,000	$43,540
Total												
Doctoral	566	$24,719	$99,000	1229	$27,774	$80,340	1126	$17,220	$63,659	21	$27,839	$48,474
Nondoctoral	60	$31,911	$68,899	387	$22,909	$60,836	1341	$16,175	$70,364	794	$19,200	$60,108

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$54,994	$10,048	$53,445	$44,935	$7,315	$43,692	$37,823	$4,620	$37,080	$33,858	$5,440	$33,382
Nondoctoral	$54,689	$8,807	$59,568	$40,581	$5,994	$39,740	$33,649	$4,714	$32,760	$29,633	$4,528	$28,715
Secular												
Doctoral	$54,512	$14,409	$51,361	$44,764	$7,379	$45,038	$39,442	$5,392	$39,273	.	.	.
Nondoctoral	$49,447	$14,899	$46,000	$37,220	$6,944	$35,961	$34,545	$6,377	$33,692	$33,782	$5,848	$33,136
Religious												
Doctoral	$46,850	$10,229	$44,558	$42,556	$6,662	$42,059	$37,523	$3,238	$37,250	.	.	.
Nondoctoral	.	.	.	$36,322	$4,884	$37,317	$32,002	$4,549	$31,000	$29,684	$3,105	$30,000
Total												
Doctoral	$54,141	$10,826	$52,553	$44,648	$7,285	$43,691	$37,989	$4,650	$37,444	$33,863	$4,889	$33,513
Nondoctoral	$54,043	$9,450	$58,176	$39,605	$6,211	$38,995	$33,534	$4,990	$32,670	$30,280	$4,887	$29,450

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$48,373	$53,445	$60,960	$39,906	$43,692	$48,796	$34,943	$37,080	$40,106	$29,900	$33,382	$36,420
Nondoctoral	$50,532	$59,568	$60,960	$36,053	$39,740	$43,807	$30,273	$32,760	$36,096	$26,594	$28,715	$32,011
Secular												
Doctoral	$45,440	$51,361	$61,039	$40,729	$45,038	$48,994	$36,590	$39,273	$42,120	.	.	.
Nondoctoral	$39,012	$46,000	$60,325	$33,639	$35,961	$39,278	$30,417	$33,692	$39,053	$30,000	$33,136	$35,910
Religious												
Doctoral	$40,005	$44,558	$53,242	$37,717	$42,059	$47,400	$35,372	$37,250	$39,928	.	.	.
Nondoctoral	.	.	.	$34,161	$37,317	$39,493	$28,863	$31,000	$34,364	$27,466	$30,000	$31,131
Total												
Doctoral	$46,511	$52,553	$60,960	$39,706	$43,691	$48,704	$35,000	$37,444	$40,390	$29,900	$33,513	$36,420
Nondoctoral	$46,701	$58,176	$60,960	$35,190	$38,995	$42,514	$30,135	$32,670	$36,108	$27,000	$29,450	$32,727

Table 28.

ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a Doctoral PROGRAM According to Rank by Type of Institution and Degree Level

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	252	$36,409	$94,815	472	$29,396	$79,853	516	$23,500	$63,659	7	$29,900	$37,303
Nondoctoral	6	$31,911	$62,425	102	$29,400	$56,405	299	$25,405	$70,364	181	$20,573	$46,773
Secular												
Doctoral	37	$42,998	$99,000	72	$35,276	$67,400	95	$27,615	$53,272	8	$33,513	$44,423
Nondoctoral	0	.	.	5	$34,100	$53,288	57	$28,857	$51,545	173	$23,293	$60,108
Religious												
Doctoral	18	$40,934	$72,900	57	$34,609	$61,000	29	$31,499	$42,340	0	.	.
Nondoctoral	0	.	.	12	$35,806	$47,500	24	$27,945	$41,400	9	$27,000	$43,540
Total												
Doctoral	307	$36,409	$99,000	601	$29,396	$79,853	640	$23,500	$63,659	15	$29,900	$44,423
Nondoctoral	6	$31,911	$62,425	119	$29,400	$56,405	380	$25,405	$70,364	363	$20,573	$60,108

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$56,181	$10,296	$55,006	$45,810	$7,599	$44,698	$37,833	$4,492	$37,254	$32,528	$2,876	$32,138
Nondoctoral	$52,632	$11,907	$56,835	$40,495	$5,939	$39,790	$32,933	$4,468	$31,900	$29,579	$3,612	$28,653
Secular												
Doctoral	$64,483	$14,719	$61,400	$48,641	$5,894	$47,687	$40,539	$5,341	$39,825	$38,949	$4,164	$40,392
Nondoctoral	.	.	.	$41,847	$7,184	$39,278	$38,812	$5,072	$38,873	$36,636	$5,597	$36,887
Religious												
Doctoral	$56,952	$9,970	$57,593	$44,785	$5,792	$43,750	$37,357	$3,612	$37,626	.	.	.
Nondoctoral	.	.	.	$40,545	$3,191	$40,170	$34,797	$4,297	$35,800	$31,117	$5,228	$30,000
Total												
Doctoral	$57,226	$11,191	$55,643	$46,052	$7,320	$45,250	$38,213	$4,689	$37,579	$35,953	$4,818	$35,000
Nondoctoral	$52,632	$11,907	$56,835	$40,557	$5,741	$39,744	$33,933	$5,004	$32,982	$32,980	$5,851	$31,868

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$49,248	$55,006	$61,566	$40,533	$44,698	$49,629	$34,945	$37,254	$40,033	$29,900	$32,138	$35,000
Nondoctoral	$45,453	$56,835	$62,332	$36,485	$39,790	$43,364	$30,201	$31,900	$35,009	$27,540	$28,653	$31,418
Secular												
Doctoral	$51,421	$61,400	$78,300	$44,973	$47,687	$50,994	$37,227	$39,825	$43,700	$34,626	$40,392	$41,812
Nondoctoral	.	.	.	$39,248	$39,278	$43,323	$34,497	$38,873	$42,345	$32,960	$36,887	$39,501
Religious												
Doctoral	$47,504	$57,593	$64,800	$40,300	$43,750	$48,927	$33,690	$37,626	$40,700	.	.	.
Nondoctoral	.	.	.	$38,382	$40,170	$42,436	$30,716	$35,800	$38,000	$27,466	$30,000	$31,868
Total												
Doctoral	$49,429	$55,643	$63,000	$40,922	$45,250	$49,603	$35,107	$37,579	$40,503	$32,138	$35,000	$41,004
Nondoctoral	$45,453	$56,835	$62,332	$36,759	$39,744	$43,331	$30,273	$32,982	$36,214	$28,227	$31,868	$37,015

Table 29. **CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the NORTH ATLANTIC Region According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	54	$50,550	$110,510	156	$36,646	$82,532	148	$32,000	$63,499	3	.	.
Nondoctoral	6	$54,850	$67,330	65	$40,234	$71,047	218	$27,084	$67,404	63	$29,860	$53,044
Secular												
Doctoral	43	$47,230	$121,000	147	$35,567	$82,378	119	$33,752	$77,636	1	.	.
Nondoctoral	4	$37,278	$84,210	51	$34,222	$74,355	166	$25,000	$72,702	102	$28,469	$73,465
Religious												
Doctoral	16	$51,672	$89,100	73	$30,484	$74,556	53	$32,340	$57,267	1	.	.
Nondoctoral	2	.	.	18	$33,971	$58,056	134	$19,769	$56,795	37	$26,225	$41,500
Total												
Doctoral	113	$47,230	$121,000	376	$30,484	$82,532	320	$32,000	$77,636	5	$28,000	$47,764
Nondoctoral	12	$37,278	$84,210	134	$33,971	$74,355	518	$19,769	$72,702	202	$26,225	$73,465

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$73,485	$12,727	$73,077	$56,597	$8,804	$56,892	$49,067	$6,112	$48,889	.	.	.
Nondoctoral	$58,082	$4,663	$56,267	$52,833	$8,140	$51,309	$45,068	$5,930	$45,359	$38,751	$5,877	$37,751
Secular												
Doctoral	$70,954	$16,486	$67,203	$54,354	$9,126	$55,000	$48,027	$6,851	$47,935	.	.	.
Nondoctoral	$62,860	$20,595	$64,976	$48,809	$9,896	$46,341	$42,688	$7,341	$41,940	$41,511	$7,844	$41,091
Religious												
Doctoral	$67,743	$12,633	$68,507	$51,907	$9,502	$50,947	$45,623	$5,345	$46,000	.	.	.
Nondoctoral	.	.	.	$43,617	$6,420	$43,777	$38,659	$6,872	$36,667	$35,286	$3,377	$35,420
Total												
Doctoral	$71,709	$14,281	$69,612	$54,810	$9,211	$55,250	$48,110	$6,379	$47,667	$36,994	$7,568	$34,222
Nondoctoral	$58,362	$12,048	$56,237	$50,063	$9,162	$48,825	$42,647	$7,121	$42,207	$39,510	$7,008	$38,429

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$66,000	$73,077	$79,376	$50,507	$56,892	$61,010	$44,000	$48,889	$54,016	.	.	.
Nondoctoral	$55,606	$56,267	$58,173	$47,566	$51,309	$57,193	$40,870	$45,359	$48,357	$33,486	$37,751	$43,296
Secular												
Doctoral	$61,302	$67,203	$77,367	$49,060	$55,000	$59,881	$44,208	$47,935	$51,333	.	.	.
Nondoctoral	$46,750	$64,976	$78,970	$41,556	$46,341	$56,716	$37,600	$41,940	$47,731	$35,830	$41,091	$44,244
Religious												
Doctoral	$55,403	$68,507	$74,629	$44,132	$50,947	$58,094	$42,594	$46,000	$48,889	.	.	.
Nondoctoral	.	.	.	$37,889	$43,777	$47,207	$34,595	$36,667	$42,000	$33,000	$35,420	$38,049
Total												
Doctoral	$61,750	$69,612	$77,700	$48,888	$55,250	$60,432	$44,000	$47,667	$52,313	$34,025	$34,222	$40,960
Nondoctoral	$52,894	$56,237	$62,751	$43,554	$48,825	$56,197	$37,211	$42,207	$47,361	$34,528	$38,429	$43,414

Table 30. **CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the MIDWESTERN Region According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	130	$43,260	$115,885	303	$36,667	$91,723	311	$28,722	$64,689	0	.	.
Nondoctoral	17	$40,330	$76,297	128	$35,933	$68,307	375	$29,000	$57,554	199	$18,333	$55,670
Secular												
Doctoral	17	$41,200	$118,500	23	$42,081	$72,000	27	$38,194	$65,110	6	$41,081	$54,295
Nondoctoral	0	.	.	15	$35,413	$55,966	113	$31,741	$63,000	138	$32,528	$67,600
Religious												
Doctoral	38	$31,000	$80,000	70	$33,488	$68,689	35	$31,264	$52,556	0	.	.
Nondoctoral	4	$42,165	$51,511	103	$27,622	$52,942	262	$24,811	$78,000	86	$22,440	$53,216
Total												
Doctoral	185	$31,000	$118,500	396	$33,488	$91,723	373	$28,722	$65,110	6	$41,081	$54,295
Nondoctoral	21	$40,330	$76,297	246	$27,622	$68,307	750	$24,811	$78,000	423	$18,333	$67,600

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$67,876	$13,977	$64,842	$55,525	$9,422	$53,561	$46,817	$5,031	$46,200	.	.	.
Nondoctoral	$51,502	$10,333	$50,124	$47,799	$6,707	$46,992	$40,194	$4,966	$39,760	$33,876	$4,627	$33,566
Secular												
Doctoral	$65,849	$23,889	$56,749	$56,491	$8,505	$57,631	$52,909	$7,046	$53,694	$49,386	$4,511	$50,152
Nondoctoral	.	.	.	$43,510	$4,970	$42,653	$42,549	$6,487	$41,556	$44,954	$5,449	$45,427
Religious												
Doctoral	$52,422	$10,975	$51,489	$49,923	$8,498	$48,650	$45,391	$4,574	$45,467	.	.	.
Nondoctoral	$45,761	$4,107	$44,683	$41,420	$5,613	$40,443	$36,614	$5,303	$36,102	$32,444	$4,682	$31,778
Total												
Doctoral	$64,515	$15,785	$61,131	$54,591	$9,448	$53,066	$47,124	$5,409	$46,264	$49,386	$4,511	$50,152
Nondoctoral	$50,408	$9,658	$46,994	$44,867	$6,888	$44,576	$39,298	$5,737	$38,632	$37,199	$7,320	$35,337

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$56,963	$64,842	$75,561	$48,889	$53,561	$60,364	$43,527	$46,200	$49,421	.	.	.
Nondoctoral	$43,429	$50,124	$55,554	$42,789	$46,992	$51,046	$36,832	$39,760	$42,868	$30,908	$33,566	$36,667
Secular												
Doctoral	$49,056	$56,749	$80,000	$47,667	$57,631	$64,067	$48,266	$53,694	$57,330	$48,620	$50,152	$52,018
Nondoctoral	.	.	.	$40,270	$42,653	$46,031	$38,616	$41,556	$46,214	$41,441	$45,427	$48,096
Religious												
Doctoral	$45,222	$51,489	$56,441	$44,387	$48,650	$57,811	$43,389	$45,467	$48,835	.	.	.
Nondoctoral	$42,890	$44,683	$48,631	$37,278	$40,443	$45,956	$33,037	$36,102	$39,325	$29,333	$31,778	$33,978
Total												
Doctoral	$53,505	$61,131	$73,275	$48,121	$53,066	$60,012	$43,616	$46,264	$50,057	$48,620	$50,152	$52,018
Nondoctoral	$43,429	$46,994	$53,627	$40,000	$44,576	$48,347	$35,147	$38,632	$42,195	$31,778	$35,337	$41,994

Table 31. **CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the SOUTHERN Region According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	193	$37,080	$103,900	480	$32,290	$98,193	406	$21,047	$77,806	12	$32,680	$45,593
Nondoctoral	9	$31,308	$76,184	182	$24,300	$68,939	698	$20,700	$86,000	352	$20,077	$57,360
Secular												
Doctoral	10	$30,212	$89,500	24	$38,348	$75,920	26	$37,531	$56,725	1	.	.
Nondoctoral	3	.	.	17	$33,000	$55,489	54	$26,889	$69,000	25	$29,944	$44,300
Religious												
Doctoral	18	$40,194	$91,691	31	$33,946	$58,221	18	$29,211	$56,772	0	.	.
Nondoctoral	0	.	.	18	$29,388	$50,111	100	$26,589	$50,182	23	$17,722	$40,333
Total												
Doctoral	221	$30,212	$103,900	535	$32,290	$98,193	450	$21,047	$77,806	13	$32,680	$45,593
Nondoctoral	12	$31,308	$76,184	217	$24,300	$68,939	852	$20,700	$86,000	400	$17,722	$57,360

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$61,811	$10,799	$61,087	$52,307	$8,697	$50,815	$44,200	$5,608	$43,816	$39,050	$4,051	$38,019
Nondoctoral	$47,309	$17,340	$49,677	$45,817	$7,978	$46,515	$38,822	$5,705	$38,158	$35,517	$4,820	$34,997
Secular												
Doctoral	$59,225	$18,007	$61,699	$54,234	$10,192	$54,303	$46,808	$5,823	$47,338	.	.	.
Nondoctoral	.	.	.	$40,295	$5,812	$38,885	$37,442	$6,609	$37,174	$37,647	$3,687	$38,000
Religious												
Doctoral	$53,606	$11,867	$53,552	$46,447	$7,006	$45,833	$43,333	$7,017	$43,562	.	.	.
Nondoctoral	.	.	.	$40,767	$5,230	$41,996	$37,899	$4,824	$38,439	$28,474	$6,065	$29,333
Total												
Doctoral	$61,026	$11,451	$60,225	$52,054	$8,785	$50,771	$44,316	$5,704	$43,966	$39,397	$4,075	$39,280
Nondoctoral	$46,475	$14,946	$45,794	$44,966	$7,860	$45,384	$38,626	$5,681	$38,132	$35,245	$5,134	$34,987

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$54,008	$61,087	$68,008	$46,816	$50,815	$57,025	$41,090	$43,816	$46,669	$36,155	$38,019	$42,293
Nondoctoral	$31,428	$49,677	$52,223	$42,658	$46,515	$50,247	$36,095	$38,158	$41,683	$32,747	$34,997	$37,961
Secular												
Doctoral	$43,083	$61,699	$72,501	$44,275	$54,303	$61,975	$40,634	$47,338	$51,985	.	.	.
Nondoctoral	.	.	.	$35,444	$38,885	$41,780	$33,122	$37,174	$39,852	$35,443	$38,000	$40,000
Religious												
Doctoral	$47,712	$53,552	$56,900	$40,904	$45,833	$52,878	$41,380	$43,562	$47,519	.	.	.
Nondoctoral	.	.	.	$37,401	$41,996	$44,427	$34,593	$38,439	$41,426	$22,978	$29,333	$33,511
Total												
Doctoral	$53,674	$60,225	$67,450	$46,295	$50,771	$56,882	$41,000	$43,966	$46,949	$36,544	$39,280	$42,778
Nondoctoral	$32,022	$45,794	$51,167	$41,433	$45,384	$49,647	$35,845	$38,132	$41,556	$32,687	$34,987	$38,000

Table 32. **CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the WESTERN Region According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	141	$43,807	$101,184	180	$40,456	$75,465	160	$34,467	$62,478	6	$38,458	$59,246
Nondoctoral	47	$39,002	$81,400	76	$36,475	$64,695	161	$29,333	$58,667	124	$25,145	$51,216
Secular												
Doctoral	4	$49,192	$51,212	4	$46,361	$63,701	1	.	.	0	.	.
Nondoctoral	1	.	.	7	$38,763	$46,805	19	$25,300	$47,038	9	$27,513	$44,364
Religious												
Doctoral	19	$41,392	$91,422	37	$38,500	$62,673	24	$31,492	$49,505	2	.	.
Nondoctoral	1	.	.	31	$33,378	$62,673	52	$26,889	$44,896	35	$27,881	$41,670
Total												
Doctoral	164	$41,392	$101,184	221	$38,500	$75,465	185	$31,492	$62,478	8	$38,458	$59,246
Nondoctoral	49	$39,002	$81,400	114	$33,378	$64,695	232	$25,300	$58,667	168	$25,145	$51,216

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$67,406	$10,690	$65,580	$53,943	$7,267	$53,222	$46,645	$5,328	$45,683	$46,752	$7,340	$44,513
Nondoctoral	$70,031	$8,069	$74,507	$49,183	$7,822	$48,652	$42,516	$6,363	$41,888	$38,793	$6,144	$37,113
Secular												
Doctoral	$49,979	$979	$49,756	$54,159	$8,518	$53,288	.	.	.	.	.	.
Nondoctoral	.	.	.	$42,590	$2,630	$43,010	$37,096	$6,388	$36,029	$34,757	$5,235	$34,000
Religious												
Doctoral	$57,669	$13,331	$53,680	$47,101	$5,759	$47,600	$42,905	$4,382	$42,476	.	.	.
Nondoctoral	.	.	.	$41,797	$6,724	$40,187	$37,333	$4,016	$37,330	$36,627	$3,539	$37,113
Total												
Doctoral	$65,853	$11,570	$64,695	$52,801	$7,480	$51,944	$46,124	$5,359	$45,304	$45,208	$6,834	$43,628
Nondoctoral	$69,206	$8,930	$74,507	$46,770	$8,048	$45,239	$40,910	$6,376	$39,890	$38,125	$5,751	$37,037

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$60,641	$65,580	$74,507	$47,910	$53,222	$58,901	$42,827	$45,683	$48,818	$42,742	$44,513	$51,040
Nondoctoral	$66,000	$74,507	$74,507	$42,513	$48,652	$56,435	$37,135	$41,888	$46,699	$33,967	$37,113	$44,513
Secular												
Doctoral	$49,192	$49,756	$50,766	$46,990	$53,288	$61,329	.	.	.	.	.	.
Nondoctoral	.	.	.	$40,480	$43,010	$44,065	$31,888	$36,029	$42,967	$30,869	$34,000	$37,595
Religious												
Doctoral	$50,030	$53,680	$65,674	$42,300	$47,600	$49,308	$40,073	$42,476	$45,539	.	.	.
Nondoctoral	.	.	.	$36,816	$40,187	$46,356	$34,587	$37,330	$39,889	$34,035	$37,113	$39,528
Total												
Doctoral	$58,430	$64,695	$74,507	$47,324	$51,944	$58,518	$42,708	$45,304	$48,559	$40,576	$43,628	$47,777
Nondoctoral	$64,695	$74,507	$74,507	$40,451	$45,239	$53,000	$36,230	$39,890	$44,572	$33,946	$37,037	$42,446

Table 33. **CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in UNIVERSITIES According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	490	$37,080	$115,885	1029	$32,290	$98,193	973	$21,047	$77,806	20	$32,680	$59,246
Nondoctoral	78	$31,308	$81,400	392	$24,300	$68,939	1296	$20,700	$86,000	698	$18,333	$57,360
Secular												
Doctoral	54	$30,212	$121,000	143	$36,500	$82,378	155	$33,752	$65,110	8	$40,960	$54,295
Nondoctoral	5	$40,333	$84,210	52	$33,000	$74,355	173	$25,300	$72,702	237	$28,469	$73,465
Religious												
Doctoral	72	$31,000	$91,691	154	$33,488	$74,556	112	$34,566	$57,267	2	.	.
Nondoctoral	6	$43,615	$54,746	80	$28,000	$62,673	264	$26,047	$78,000	77	$24,811	$53,216
Total												
Doctoral	616	$30,212	$121,000	1326	$32,290	$98,193	1240	$21,047	$77,806	30	$32,680	$59,246
Nondoctoral	89	$31,308	$84,210	524	$24,300	$74,355	1733	$20,700	$86,000	1012	$18,333	$73,465

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$66,117	$12,175	$64,186	$54,312	$8,815	$52,786	$45,819	$5,589	$45,222	$40,868	$6,441	$40,040
Nondoctoral	$62,695	$13,484	$67,574	$48,104	$7,774	$47,904	$40,393	$5,974	$39,570	$35,753	$5,358	$34,959
Secular												
Doctoral	$71,993	$19,453	$67,684	$57,415	$8,243	$57,881	$49,209	$6,270	$48,736	$47,605	$5,089	$49,368
Nondoctoral	$57,972	$19,695	$47,681	$47,708	$10,054	$44,397	$43,505	$8,005	$42,778	$43,712	$6,541	$43,680
Religious												
Doctoral	$57,889	$13,995	$54,523	$51,441	$8,388	$50,559	$45,787	$4,440	$45,528	.	.	.
Nondoctoral	$49,338	$4,054	$50,204	$43,245	$6,502	$43,181	$38,714	$6,362	$37,887	$36,174	$4,649	$36,806
Total												
Doctoral	$65,671	$13,559	$63,724	$54,313	$8,814	$53,203	$46,240	$5,694	$45,612	$42,645	$6,535	$41,445
Nondoctoral	$61,529	$13,773	$64,695	$47,323	$8,028	$46,911	$40,448	$6,371	$39,529	$37,649	$6,532	$36,667

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$57,750	$64,186	$73,944	$48,214	$52,786	$59,020	$42,403	$45,222	$48,737	$36,155	$40,040	$44,513
Nondoctoral	$52,556	$67,574	$74,507	$43,482	$47,904	$52,331	$36,667	$39,570	$43,734	$32,489	$34,959	$38,587
Secular												
Doctoral	$59,398	$67,684	$84,333	$53,167	$57,881	$61,950	$45,500	$48,736	$52,703	$42,321	$49,368	$51,103
Nondoctoral	$43,906	$47,681	$73,730	$40,407	$44,397	$53,595	$37,889	$42,778	$48,889	$39,556	$43,680	$47,158
Religious												
Doctoral	$48,739	$54,523	$67,077	$45,258	$50,559	$57,498	$42,686	$45,528	$48,889	.	.	.
Nondoctoral	$45,751	$50,204	$51,511	$38,772	$43,181	$47,971	$34,511	$37,887	$41,556	$33,570	$36,806	$38,950
Total												
Doctoral	$56,280	$63,724	$73,946	$48,160	$52,203	$59,299	$42,622	$45,612	$49,125	$36,757	$41,445	$45,593
Nondoctoral	$50,258	$64,695	$74,507	$42,237	$46,911	$51,327	$36,526	$39,529	$44,000	$33,152	$36,667	$41,467

Table 34. **CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in FOUR-YEAR COLLEGES According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	26	$39,233	$85,828	72	$34,222	$71,047	47	$37,828	$60,372	1	.	.
Nondoctoral	1	.	.	50	$29,333	$71,047	125	$27,500	$56,595	26	$32,659	$53,044
Secular												
Doctoral	20	$38,665	$68,094	54	$35,567	$62,333	16	$34,344	$50,111	0	.	.
Nondoctoral	3	.	.	38	$34,222	$57,101	167	$25,000	$54,279	36	$27,513	$44,513
Religious												
Doctoral	18	$41,392	$58,712	57	$30,484	$60,493	18	$29,211	$47,667	1	.	.
Nondoctoral	1	.	.	90	$27,622	$51,303	279	$24,811	$50,169	104	$17,722	$40,172
Total												
Doctoral	64	$38,665	$85,828	183	$30,484	$71,047	81	$29,211	$60,372	2	$28,000	$47,764
Nondoctoral	5	$37,278	$56,222	178	$27,622	$71,047	571	$24,811	$56,595	166	$17,722	$53,044

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$64,189	$15,524	$59,065	$50,949	$9,136	$48,582	$51,271	$6,297	$53,846	.	.	.
Nondoctoral	.	.	.	$47,829	$9,623	$45,722	$41,771	$6,096	$40,588	$39,668	$5,687	$36,901
Secular												
Doctoral	$53,751	$7,301	$53,841	$46,963	$6,837	$46,697	$40,282	$4,510	$39,553	.	.	.
Nondoctoral	.	.	.	$43,270	$6,071	$42,535	$38,909	$4,927	$38,840	$35,610	$4,397	$35,368
Religious												
Doctoral	$50,195	$5,095	$51,489	$44,643	$6,545	$43,467	$38,239	$5,823	$39,870	.	.	.
Nondoctoral	.	.	.	$40,237	$4,860	$39,489	$36,182	$4,323	$35,708	$31,223	$4,311	$31,778
Total												
Doctoral	$56,991	$12,515	$53,664	$47,808	$8,161	$46,444	$46,204	$8,378	$44,054	$37,882	$13,976	$37,882
Nondoctoral	$46,320	$7,442	$44,884	$43,017	$7,464	$41,988	$38,203	$5,404	$37,889	$33,497	$5,553	$33,000

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$52,618	$59,065	$79,376	$43,980	$48,582	$58,139	$44,141	$53,846	$56,437	.	.	.
Nondoctoral	.	.	.	$42,460	$45,722	$52,169	$37,498	$40,588	$44,302	$35,444	$36,901	$43,525
Secular												
Doctoral	$48,599	$53,841	$60,280	$42,778	$46,697	$52,556	$37,898	$39,553	$41,579	.	.	.
Nondoctoral	.	.	.	$38,763	$42,535	$46,031	$36,029	$38,840	$42,289	$31,532	$35,368	$39,126
Religious												
Doctoral	$46,304	$51,489	$53,654	$40,847	$43,467	$48,655	$32,340	$39,870	$42,778	.	.	.
Nondoctoral	.	.	.	$36,750	$39,489	$44,194	$33,122	$35,708	$38,708	$29,333	$31,778	$33,514
Total												
Doctoral	$49,051	$53,664	$61,252	$42,532	$46,444	$51,411	$40,425	$44,054	$54,078	$28,000	$37,882	$47,764
Nondoctoral	$42,165	$44,884	$51,051	$37,930	$41,988	$46,191	$34,283	$37,889	$41,470	$30,096	$33,000	$36,021

Table 35. **CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with an ACADEMIC HEALTH CENTER According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	259	$44,306	$115,885	553	$35,929	$97,598	546	$28,500	$77,806	6	$36,757	$45,593
Nondoctoral	9	$32,616	$76,297	155	$27,360	$68,939	462	$22,452	$86,000	278	$20,436	$57,360
Secular												
Doctoral	35	$30,212	$121,000	96	$38,348	$82,378	129	$33,752	$77,636	8	$40,960	$54,295
Nondoctoral	3	.	.	12	$35,210	$74,355	107	$27,000	$72,702	220	$28,469	$73,465
Religious												
Doctoral	13	$41,600	$80,000	35	$33,488	$68,689	27	$34,566	$56,000	0	.	.
Nondoctoral	0	.	.	15	$31,758	$52,942	69	$26,047	$78,000	19	$24,811	$53,216
Total												
Doctoral	307	$30,212	$121,000	684	$33,488	$97,598	702	$28,500	$77,806	14	$36,757	$54,295
Nondoctoral	12	$32,616	$84,210	182	$27,360	$74,355	638	$22,452	$86,000	517	$20,436	$73,465

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$67,820	$12,307	$66,250	$55,342	$9,317	$53,401	$46,192	$5,502	$45,453	$41,169	$3,024	$41,304
Nondoctoral	$54,934	$14,548	$52,223	$48,110	$8,255	$47,977	$40,118	$6,572	$39,094	$35,728	$4,701	$35,000
Secular												
Doctoral	$78,970	$19,688	$74,773	$59,127	$7,822	$58,482	$50,019	$6,853	$48,889	$47,605	$5,089	$49,368
Nondoctoral	.	.	.	$53,255	$11,192	$49,739	$47,607	$7,233	$47,512	$44,291	$6,399	$44,278
Religious												
Doctoral	$60,012	$13,216	$57,053	$52,807	$7,969	$52,020	$47,192	$4,423	$46,000	.	.	.
Nondoctoral	.	.	.	$45,427	$6,303	$46,900	$38,497	$7,459	$37,697	$33,806	$7,053	$32,209
Total												
Doctoral	$68,761	$13,912	$66,515	$55,744	$9,166	$54,544	$46,934	$5,918	$46,153	$44,847	$5,328	$43,169
Nondoctoral	$58,336	$16,004	$53,888	$48,228	$8,427	$47,986	$41,199	$7,378	$40,142	$39,301	$7,042	$38,000

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$59,560	$66,250	$73,524	$48,624	$53,401	$60,361	$42,902	$45,453	$48,733	$39,280	$41,304	$42,778
Nondoctoral	$49,677	$52,223	$68,053	$43,441	$47,977	$51,962	$36,667	$39,094	$43,312	$33,000	$35,000	$38,000
Secular												
Doctoral	$64,203	$74,773	$97,500	$54,568	$58,482	$62,540	$45,894	$48,889	$53,411	$42,321	$49,368	$51,103
Nondoctoral	.	.	.	$47,815	$49,739	$58,232	$42,400	$47,512	$51,350	$40,330	$44,278	$47,356
Religious												
Doctoral	$52,941	$57,053	$70,327	$48,640	$52,020	$59,800	$44,761	$46,000	$50,000	.	.	.
Nondoctoral	.	.	.	$42,669	$46,900	$51,610	$33,611	$37,697	$41,532	$27,868	$32,209	$37,800
Total												
Doctoral	$59,560	$66,515	$75,044	$48,985	$54,544	$60,611	$43,386	$46,153	$49,795	$40,960	$43,169	$50,116
Nondoctoral	$48,679	$53,888	$72,303	$43,589	$47,986	$51,765	$36,911	$40,142	$44,523	$34,222	$38,000	$43,966

Table 36.

CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for TENURED FACULTY in All Schools According to [illegible] Type of Institution and Degree Level

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	467	$37,080	$115,885	785	$32,290	$94,690	178	$28,722	$77,806	1	.	.
Nondoctoral	69	$31,308	$81,400	378	$24,300	$71,047	552	$20,700	$67,404	7	$33,856	$49,938
Secular												
Doctoral	54	$30,212	$121,000	113	$35,567	$82,378	38	$35,798	$65,110	6	$41,081	$54,295
Nondoctoral	5	$40,333	$84,210	41	$33,000	$67,008	87	$32,022	$63,000	117	$34,450	$67,600
Religious												
Doctoral	68	$31,000	$91,691	134	$33,488	$74,556	31	$38,815	$57,267	0	.	.
Nondoctoral	7	$42,165	$54,746	123	$27,622	$62,673	149	$24,811	$56,795	2	.	.
Total												
Doctoral	589	$30,212	$121,000	1032	$32,290	$94,690	247	$28,722	$77,806	7	$36,544	$54,295
Nondoctoral	81	$31,308	$84,210	542	$24,300	$71,047	788	$20,700	$67,404	126	$30,595	$67,600

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$66,718	$12,459	$64,778	$54,690	$9,074	$53,476	$47,170	$6,717	$46,042	.	.	.
Nondoctoral	$63,555	$12,644	$67,819	$48,640	$7,613	$48,034	$42,165	$5,842	$41,372	$39,177	$5,510	$37,213
Secular												
Doctoral	$70,654	$19,269	$64,102	$55,306	$9,398	$56,063	$50,636	$7,191	$49,928	$49,386	$4,511	$50,152
Nondoctoral	$60,435	$18,210	$56,222	$46,333	$9,203	$43,316	$44,972	$6,749	$44,856	$46,233	$4,778	$46,085
Religious												
Doctoral	$57,903	$14,200	$54,363	$52,502	$8,237	$51,957	$46,053	$4,619	$45,429	.	.	.
Nondoctoral	$48,314	$4,587	$49,471	$42,829	$5,713	$42,552	$39,785	$5,869	$39,111	.	.	.
Total												
Doctoral	$66,061	$13,764	$63,948	$54,473	$9,032	$53,609	$47,563	$6,686	$46,640	$47,552	$6,365	$50,116
Nondoctoral	$62,045	$13,140	$64,695	$47,146	$7,737	$46,676	$42,025	$6,105	$41,267	$45,772	$5,250	$45,901

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$58,133	$64,778	$74,507	$48,010	$53,476	$59,539	$42,297	$46,042	$51,257	.	.	.
Nondoctoral	$53,778	$67,819	$74,507	$43,986	$48,034	$52,251	$38,233	$41,372	$45,828	$35,823	$37,213	$42,968
Secular												
Doctoral	$56,749	$64,102	$77,367	$49,317	$56,063	$60,500	$45,699	$49,928	$55,385	$48,620	$50,152	$52,018
Nondoctoral	$47,681	$56,222	$73,730	$38,885	$43,316	$52,950	$39,917	$44,856	$50,081	$44,024	$46,085	$48,499
Religious												
Doctoral	$48,432	$54,363	$67,077	$46,354	$51,957	$58,221	$42,594	$45,429	$49,744	.	.	.
Nondoctoral	$43,615	$49,471	$51,511	$37,998	$42,552	$46,646	$35,454	$39,111	$42,324	.	.	.
Total												
Doctoral	$56,283	$63,948	$74,507	$47,849	$53,609	$59,812	$42,778	$46,640	$51,357	$41,081	$50,116	$52,018
Nondoctoral	$51,511	$64,695	$74,507	$42,167	$46,676	$51,067	$37,995	$41,267	$45,978	$43,058	$45,901	$48,499

Table 37. **CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for NONTENURED FACULTY in All Schools According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	37	$39,233	$81,500	290	$34,222	$98,193	763	$25,128	$66,470	11	$32,680	$47,764
Nondoctoral	3	.	.	53	$29,333	$64,695	653	$27,084	$86,000	472	$18,333	$57,360
Secular												
Doctoral	5	$41,200	$89,500	42	$36,500	$77,733	102	$33,752	$63,939	1	.	.
Nondoctoral	0	.	.	15	$34,711	$71,000	108	$25,300	$72,000	51	$30,556	$73,465
Religious												
Doctoral	11	$41,311	$70,000	51	$36,056	$66,800	84	$29,211	$56,772	2	.	.
Nondoctoral	0	.	.	34	$28,000	$48,400	262	$19,769	$78,000	118	$22,440	$45,222
Total												
Doctoral	53	$39,233	$89,500	383	$34,222	$98,193	949	$25,128	$66,470	14	$32,680	$47,764
Nondoctoral	3	$39,002	$74,507	102	$28,000	$71,000	1023	$19,769	$86,000	641	$18,333	$73,465

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$61,297	$9,590	$61,111	$52,500	$8,221	$50,816	$46,163	$5,320	$45,406	$39,477	$4,910	$38,458
Nondoctoral	.	.	.	$45,575	$7,637	$43,842	$39,689	$5,767	$38,573	$35,664	$5,551	$34,627
Secular												
Doctoral	$56,285	$18,990	$50,320	$54,962	$9,011	$54,389	$47,937	$6,459	$47,968	.	.	.
Nondoctoral	.	.	.	$45,548	$8,455	$44,122	$39,746	$6,837	$38,557	$40,697	$8,514	$38,000
Religious												
Doctoral	$54,637	$8,499	$53,778	$45,253	$6,798	$43,180	$44,623	$5,293	$45,222	.	.	.
Nondoctoral	.	.	.	$37,357	$4,743	$37,645	$36,666	$5,500	$35,708	$33,826	$4,548	$33,543
Total												
Doctoral	$59,442	$10,658	$61,111	$51,805	$8,549	$50,562	$46,218	$5,495	$45,660	$39,740	$4,341	$40,484
Nondoctoral	$62,672	$20,498	$74,507	$42,832	$7,901	$41,751	$38,921	$5,965	$37,915	$35,726	$5,896	$34,815

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$56,184	$61,111	$68,147	$47,593	$50,816	$56,445	$42,708	$45,406	$48,960	$35,444	$38,458	$44,513
Nondoctoral	.	.	.	$40,556	$43,842	$50,111	$35,849	$38,573	$42,563	$32,247	$34,627	$38,578
Secular												
Doctoral	$49,192	$50,320	$51,212	$49,780	$54,389	$60,750	$43,549	$47,968	$52,000	.	.	.
Nondoctoral	.	.	.	$40,480	$44,122	$47,660	$35,444	$38,557	$42,165	$35,554	$38,000	$42,870
Religious												
Doctoral	$48,900	$53,778	$61,740	$40,333	$43,180	$49,760	$42,158	$45,222	$47,850	.	.	.
Nondoctoral	.	.	.	$34,465	$37,645	$39,722	$33,345	$35,708	$39,217	$30,556	$33,543	$37,278
Total												
Doctoral	$52,350	$61,111	$65,022	$46,444	$50,562	$56,408	$42,767	$45,660	$49,058	$36,544	$40,484	$42,742
Nondoctoral	$39,002	$74,507	$74,507	$37,889	$41,751	$46,444	$35,072	$37,915	$41,683	$32,083	$34,815	$38,591

Table 38. **CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH UNDERGRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	76	$37,080	$104,978	278	$32,290	$77,595	345	$21,047	$77,806	13	$34,025	$51,040
Nondoctoral	58	$31,308	$81,400	328	$24,300	$71,047	1234	$20,700	$67,404	640	$18,333	$57,360
Secular												
Doctoral	15	$38,665	$72,501	44	$36,500	$68,986	47	$33,752	$61,655	0	.	.
Nondoctoral	5	$37,278	$56,222	69	$33,000	$67,008	274	$25,000	$63,000	203	$27,513	$67,600
Religious												
Doctoral	33	$38,015	$91,691	80	$30,484	$64,327	62	$29,211	$57,267	1	.	.
Nondoctoral	7	$42,165	$54,746	148	$27,622	$62,673	486	$24,811	$56,795	165	$17,722	$45,222
Total												
Doctoral	124	$37,080	$104,978	402	$30,484	$77,595	454	$21,047	$77,806	14	$28,000	$51,040
Nondoctoral	70	$31,308	$81,400	545	$24,300	$71,047	1994	$20,700	$67,404	1008	$17,722	$67,600

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$61,450	$12,864	$60,218	$50,329	$7,224	$49,289	$44,883	$6,107	$44,000	$40,902	$5,199	$40,800
Nondoctoral	$63,264	$13,248	$69,347	$46,948	$7,538	$46,674	$40,286	$5,932	$39,316	$35,486	$5,262	$34,749
Secular												
Doctoral	$55,359	$8,541	$55,611	$49,803	$7,777	$47,575	$44,785	$6,027	$44,898	.	.	.
Nondoctoral	$44,525	$7,201	$43,906	$44,538	$7,963	$42,594	$40,563	$6,515	$39,694	$42,475	$6,449	$43,179
Religious												
Doctoral	$53,284	$11,770	$51,672	$46,007	$7,248	$44,961	$43,625	$5,963	$44,734	.	.	.
Nondoctoral	$48,314	$4,587	$49,471	$41,391	$5,614	$40,388	$36,957	$5,058	$36,645	$32,825	$4,835	$32,725
Total												
Doctoral	$58,540	$12,614	$56,338	$49,411	$7,470	$48,638	$44,701	$6,082	$44,083	$39,980	$6,070	$40,040
Nondoctoral	$60,430	$13,777	$61,761	$45,134	$7,512	$44,661	$39,513	$5,994	$38,619	$36,458	$6,307	$35,340

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$53,213	$60,218	$68,809	$45,212	$49,289	$55,000	$41,404	$44,000	$47,568	$36,757	$40,800	$44,513
Nondoctoral	$53,778	$69,347	$74,507	$42,677	$46,674	$51,073	$36,568	$39,316	$43,523	$32,265	$34,749	$38,289
Secular												
Doctoral	$49,056	$55,611	$61,332	$43,528	$47,575	$56,966	$40,046	$44,898	$48,889	.	.	.
Nondoctoral	$40,333	$43,906	$44,884	$38,818	$42,594	$46,341	$36,432	$39,694	$44,112	$37,156	$43,179	$46,693
Religious												
Doctoral	$45,222	$51,672	$56,234	$40,847	$44,961	$50,233	$40,621	$44,734	$46,640	.	.	.
Nondoctoral	$43,615	$49,471	$51,511	$37,256	$40,388	$45,395	$33,495	$36,645	$39,844	$30,000	$32,725	$36,153
Total												
Doctoral	$50,277	$56,338	$64,695	$43,857	$48,638	$54,610	$41,224	$44,083	$47,723	$35,765	$40,040	$44,513
Nondoctoral	$49,677	$61,761	$74,507	$40,187	$44,661	$49,446	$35,581	$38,619	$42,778	$32,364	$35,340	$40,000

Table 39. **CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH GRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	204	$42,814	$115,885	307	$37,500	$94,690	178	$31,956	$66,470	1	.	.
Nondoctoral	5	$32,616	$74,507	22	$27,360	$71,047	44	$22,452	$59,410	28	$31,000	$55,670
Secular												
Doctoral	17	$43,083	$100,000	47	$36,655	$75,920	36	$39,400	$77,636	1	.	.
Nondoctoral	2	.	.	4	$47,660	$65,130	42	$31,778	$72,702	35	$32,425	$73,465
Religious												
Doctoral	20	$43,520	$79,200	32	$42,300	$67,660	10	$41,177	$56,000	0	.	.
Nondoctoral	0	.	.	7	$28,000	$52,942	14	$19,769	$78,000	5	$35,420	$53,216
Total												
Doctoral	241	$42,814	$115,885	386	$36,655	$94,690	224	$31,956	$77,636	2	$40,960	$59,246
Nondoctoral	7	$32,616	$84,210	33	$27,360	$71,047	100	$19,769	$78,000	68	$31,000	$73,465

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$69,417	$13,534	$68,309	$56,387	$8,911	$55,829	$48,267	$6,200	$47,527	.	.	.
Nondoctoral	$56,385	$19,243	$64,695	$50,283	$11,072	$50,861	$41,341	$7,307	$41,752	$40,617	$6,417	$39,495
Secular												
Doctoral	$68,874	$13,841	$67,528	$56,527	$7,768	$56,650	$50,636	$6,246	$48,899	.	.	.
Nondoctoral	.	.	.	$52,688	$8,388	$48,980	$46,630	$7,733	$47,250	$43,361	$9,999	$39,655
Religious												
Doctoral	$56,609	$9,292	$54,019	$52,398	$6,676	$51,678	$46,779	$4,540	$46,500	.	.	.
Nondoctoral	.	.	.	$46,243	$9,098	$51,321	$43,847	$13,196	$43,611	$41,147	$7,088	$37,800
Total												
Doctoral	$68,316	$13,676	$57,237	$56,074	$8,668	$55,623	$48,582	$6,195	$48,024	$50,103	$12,930	$50,103
Nondoctoral	$62,838	$19,429	$71,104	$49,718	$10,321	$50,414	$43,913	$8,769	$43,028	$42,068	$8,494	$39,482

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$59,678	$68,309	$77,344	$50,076	$55,829	$61,200	$43,999	$47,527	$52,989	.	.	.
Nondoctoral	$39,002	$64,695	$71,104	$44,907	$50,861	$57,356	$36,878	$41,752	$43,750	$35,722	$39,495	$44,272
Secular												
Doctoral	$61,750	$67,528	$76,247	$51,333	$56,650	$61,276	$47,240	$48,899	$52,685	.	.	.
Nondoctoral	.	.	.	$47,660	$48,980	$57,715	$40,850	$47,250	$52,006	$36,580	$39,655	$50,050
Religious												
Doctoral	$51,227	$54,019	$59,130	$47,481	$51,678	$57,716	$43,510	$46,500	$49,744	.	.	.
Nondoctoral	.	.	.	$40,810	$51,321	$51,966	$38,416	$43,611	$49,500	$37,800	$37,800	$41,500
Total												
Doctoral	$58,133	$67,237	$76,438	$50,016	$55,623	$61,111	$44,132	$48,024	$52,854	$40,960	$50,103	$59,246
Nondoctoral	$39,002	$71,104	$74,507	$46,493	$50,414	$53,000	$39,050	$43,028	$49,220	$36,290	$39,482	$45,750

Table 40.

CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH BOTH UNDERGRADUATE AND GRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	219	$43,260	$105,604	500	$36,862	$98,193	485	$33,513	$64,689	6	$32,680	$45,593
Nondoctoral	15	$40,531	$76,297	83	$35,933	$68,939	145	$31,607	$86,000	63	$30,369	$57,167
Secular												
Doctoral	38	$30,212	$121,000	93	$35,567	$82,378	73	$34,344	$65,110	6	$41,081	$54,295
Nondoctoral	1	.	.	12	$35,210	$74,355	21	$27,000	$69,000	19	$35,443	$47,527
Religious												
Doctoral	31	$31,000	$89,100	87	$33,946	$74,556	54	$36,745	$56,711	2	.	.
Nondoctoral	0	.	.	12	$28,000	$48,889	34	$32,550	$55,600	8	$32,324	$40,944
Total												
Doctoral	288	$30,212	$121,000	680	$33,946	$98,193	612	$33,513	$65,110	14	$32,680	$54,295
Nondoctoral	16	$40,531	$76,297	107	$28,000	$74,355	200	$27,000	$86,000	90	$30,369	$57,167

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$64,702	$10,037	$63,568	$53,811	$8,141	$52,119	$46,018	$4,921	$45,406	$38,258	$4,875	$36,544
Nondoctoral	$61,714	$13,133	$61,761	$50,350	$7,919	$48,762	$42,446	$6,603	$41,409	$37,844	$5,306	$37,224
Secular												
Doctoral	$70,697	$22,112	$62,691	$55,470	$10,076	$55,902	$49,602	$7,202	$49,500	$49,386	$4,511	$50,152
Nondoctoral	.	.	.	$48,726	$11,039	$45,494	$40,418	$8,389	$40,000	$42,576	$3,352	$43,191
Religious												
Doctoral	$59,960	$14,760	$55,596	$50,762	$8,925	$49,017	$45,737	$4,275	$45,630	.	.	.
Nondoctoral	.	.	.	$42,221	$6,436	$44,172	$41,049	$5,172	$40,003	$37,515	$3,090	$38,133
Total												
Doctoral	$64,983	$13,017	$62,997	$53,648	$8,608	$52,280	$46,420	$5,316	$45,833	$43,358	$6,853	$41,912
Nondoctoral	$60,837	$13,163	$58,658	$49,257	$8,487	$47,945	$41,995	$6,605	$40,921	$38,814	$5,145	$38,133

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$57,786	$63,568	$71,460	$48,496	$52,119	$58,000	$42,708	$45,406	$48,500	$35,444	$36,544	$42,742
Nondoctoral	$52,223	$61,761	$74,507	$44,067	$48,762	$55,201	$38,330	$41,409	$45,144	$34,436	$37,224	$40,000
Secular												
Doctoral	$55,696	$62,691	$89,467	$49,317	$55,902	$62,211	$44,987	$49,500	$54,075	$48,620	$50,152	$52,018
Nondoctoral	.	.	.	$42,071	$45,494	$53,759	$37,484	$40,000	$40,666	$41,340	$43,191	$44,128
Religious												
Doctoral	$48,900	$55,596	$71,744	$44,574	$49,017	$57,444	$42,540	$45,630	$49,500	.	.	.
Nondoctoral	.	.	.	$38,341	$44,172	$47,167	$37,508	$40,003	$44,595	$35,296	$38,133	$39,995
Total												
Doctoral	$56,164	$62,997	$72,479	$47,795	$52,280	$58,466	$42,763	$45,833	$49,007	$36,544	$41,912	$50,116
Nondoctoral	$51,174	$58,658	$74,507	$42,959	$47,945	$53,786	$37,773	$40,921	$44,902	$35,360	$38,133	$41,837

Table 41. **CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a BACCALAUREATE PROGRAM ONLY According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	49	$37,080	$85,690	151	$32,290	$71,047	104	$25,128	$61,863	4	$32,680	$47,764
Nondoctoral	19	$31,308	$81,400	139	$24,300	$71,047	393	$20,700	$59,889	129	$18,333	$47,764
Secular												
Doctoral	8	$38,665	$60,804	36	$36,500	$71,928	18	$34,833	$51,731	0	.	.
Nondoctoral	2	.	.	36	$35,353	$67,008	137	$26,832	$54,279	34	$27,513	$45,000
Religious												
Doctoral	35	$38,015	$91,691	69	$30,484	$63,928	36	$29,211	$57,267	1	.	.
Nondoctoral	6	$42,165	$54,746	113	$29,388	$62,673	331	$26,047	$78,000	106	$17,722	$41,670
Total												
Doctoral	92	$37,080	$91,691	256	$30,484	$71,928	158	$25,128	$61,863	5	$28,000	$47,764
Nondoctoral	27	$31,308	$81,400	288	$24,300	$71,047	861	$20,700	$78,000	269	$17,722	$47,764

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$57,896	$9,845	$56,223	$49,332	$6,575	$48,363	$45,061	$6,256	$43,647	$40,411	$6,406	$40,600
Nondoctoral	$56,877	$14,305	$56,252	$46,133	$7,667	$45,981	$40,096	$5,848	$39,181	$34,636	$4,444	$34,833
Secular												
Doctoral	$51,894	$7,411	$51,775	$51,477	$9,346	$47,642	$42,923	$5,093	$41,650	.	.	.
Nondoctoral	.	.	.	$47,481	$9,282	$43,889	$39,288	$4,447	$39,111	$35,409	$3,839	$35,346
Religious												
Doctoral	$55,142	$13,912	$52,338	$45,007	$7,334	$43,404	$42,024	$7,227	$41,468	.	.	.
Nondoctoral	$47,781	$4,782	$47,611	$40,485	$5,338	$39,218	$36,595	$5,457	$35,855	$31,645	$4,954	$31,778
Total												
Doctoral	$56,326	$11,457	$54,029	$48,468	$7,531	$47,306	$44,126	$6,472	$42,885	$37,929	$7,847	$38,458
Nondoctoral	$53,931	$12,967	$53,778	$44,085	$7,646	$43,613	$38,621	$5,726	$38,031	$33,555	$4,827	$33,611

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$53,255	$56,223	$62,975	$45,034	$48,363	$54,534	$41,342	$43,647	$48,967	$35,569	$40,600	$45,253
Nondoctoral	$52,556	$56,252	$66,000	$42,000	$45,981	$51,071	$36,095	$39,181	$43,121	$32,694	$34,833	$36,806
Secular												
Doctoral	$47,626	$51,775	$58,441	$44,231	$47,642	$59,362	$38,916	$41,650	$48,736	.	.	.
Nondoctoral	.	.	.	$40,638	$43,889	$56,733	$36,667	$39,111	$41,890	$34,000	$35,346	$37,595
Religious												
Doctoral	$43,489	$52,338	$58,712	$40,290	$43,404	$49,042	$36,607	$41,468	$46,894	.	.	.
Nondoctoral	$43,615	$47,611	$50,937	$36,816	$39,218	$44,000	$33,122	$35,855	$39,661	$28,665	$31,778	$33,703
Total												
Doctoral	$49,530	$54,029	$60,982	$43,314	$47,306	$53,954	$40,046	$42,885	$48,583	$32,680	$38,458	$42,742
Nondoctoral	$44,884	$53,778	$61,722	$38,768	$43,613	$48,602	$34,833	$38,031	$41,776	$31,167	$33,611	$36,056

Table 42. **CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a MASTER'S PROGRAM According to Rank by Type of Institution and Degree Level**

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	454	$41,023	$115,885	945	$35,929	$98,193	901	$21,047	$77,806	17	$34,025	$59,246
Nondoctoral	54	$39,002	$76,297	288	$34,744	$71,047	971	$27,084	$86,000	602	$23,467	$57,360
Secular												
Doctoral	56	$30,212	$121,000	146	$35,567	$82,378	133	$33,752	$77,636	2	.	.
Nondoctoral	5	$40,333	$84,210	49	$33,000	$74,355	179	$25,300	$72,702	123	$28,469	$73,465
Religious												
Doctoral	56	$31,000	$89,100	138	$33,946	$74,556	92	$37,889	$56,711	2	.	.
Nondoctoral	1	.	.	50	$28,000	$58,056	191	$19,769	$55,600	69	$29,333	$53,216
Total												
Doctoral	566	$30,212	$121,000	1229	$33,946	$98,193	1126	$21,047	$77,806	21	$34,025	$59,246
Nondoctoral	60	$39,002	$84,210	387	$28,000	$74,355	1341	$19,769	$86,000	794	$23,467	$73,465

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$67,215	$12,280	$65,322	$54,921	$8,941	$53,401	$46,228	$5,646	$45,320	$41,381	$6,649	$40,800
Nondoctoral	$66,842	$10,765	$72,805	$49,599	$7,327	$48,571	$41,127	$5,761	$40,040	$36,219	$5,534	$35,096
Secular												
Doctoral	$66,626	$17,611	$62,774	$54,712	$9,019	$55,046	$48,206	$6,591	$48,000	.	.	.
Nondoctoral	$60,435	$18,210	$56,222	$45,491	$8,487	$43,952	$42,221	$7,794	$41,179	$41,289	$7,148	$40,500
Religious												
Doctoral	$57,261	$12,502	$54,460	$52,013	$8,143	$51,406	$45,861	$3,957	$45,528	.	.	.
Nondoctoral	.	.	.	$44,393	$5,969	$45,610	$39,113	$5,560	$37,889	$36,280	$3,795	$36,667
Total												
Doctoral	$66,172	$13,232	$64,232	$54,569	$8,904	$53,400	$46,432	$5,683	$45,765	$41,388	$5,975	$40,960
Nondoctoral	$66,053	$11,550	$71,104	$48,407	$7,591	$47,660	$40,986	$6,099	$39,930	$37,009	$5,973	$35,994

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$59,123	$65,322	$74,507	$48,774	$53,401	$59,639	$42,708	$45,320	$49,018	$36,544	$40,800	$44,513
Nondoctoral	$61,761	$72,805	$74,507	$44,064	$48,571	$53,542	$37,000	$40,040	$44,117	$32,504	$35,096	$39,125
Secular												
Doctoral	$55,538	$62,774	$74,603	$49,780	$55,046	$59,881	$44,721	$48,000	$51,480	.	.	.
Nondoctoral	$47,681	$56,222	$73,730	$41,114	$43,952	$48,006	$37,176	$41,179	$47,731	$36,667	$40,500	$43,890
Religious												
Doctoral	$48,894	$54,460	$65,073	$46,099	$51,406	$57,933	$43,232	$45,528	$48,801	.	.	.
Nondoctoral	.	.	.	$41,752	$45,610	$48,269	$35,277	$37,889	$42,000	$33,570	$36,667	$38,049
Total												
Doctoral	$56,847	$64,232	$74,507	$48,530	$53,400	$59,527	$42,778	$45,765	$49,366	$36,544	$40,960	$44,513
Nondoctoral	$57,078	$71,104	$74,507	$43,010	$47,660	$51,962	$36,832	$39,930	$44,132	$33,000	$35,994	$40,000

Table 43.

CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a DOCTORAL PROGRAM According to Rank by Type of Institution and Degree Level

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX	Valid N	MIN	MAX
Public												
Doctoral	252	$44,500	$115,885	472	$35,929	$97,598	516	$28,722	$77,806	7	$36,544	$45,593
Nondoctoral	6	$39,002	$76,297	102	$35,933	$68,939	299	$31,050	$86,000	181	$25,145	$57,167
Secular												
Doctoral	37	$52,553	$121,000	72	$43,115	$82,378	95	$33,752	$65,110	8	$40,960	$54,295
Nondoctoral	0	.	.	5	$41,678	$65,130	57	$35,270	$63,000	173	$28,469	$73,465
Religious												
Doctoral	18	$50,030	$89,100	57	$42,300	$74,556	29	$38,499	$51,749	0	.	.
Nondoctoral	0	.	.	12	$43,763	$58,056	24	$34,155	$50,600	9	$33,000	$53,216
Total												
Doctoral	307	$44,500	$121,000	601	$35,929	$97,598	640	$28,722	$77,806	15	$36,544	$54,295
Nondoctoral	6	$39,002	$76,297	119	$35,933	$68,939	380	$31,050	$86,000	363	$25,145	$73,465

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$68,665	$12,584	$67,230	$55,991	$9,288	$54,631	$46,240	$5,490	$45,533	$39,757	$3,515	$39,280
Nondoctoral	$64,328	$14,553	$69,464	$49,493	$7,259	$48,632	$40,252	$5,461	$38,989	$36,152	$4,415	$35,020
Secular												
Doctoral	$78,812	$17,989	$75,044	$59,451	$7,203	$58,284	$49,548	$6,528	$48,675	$47,605	$5,089	$49,368
Nondoctoral	.	.	.	$51,147	$8,781	$48,006	$47,437	$6,199	$47,512	$44,777	$6,840	$45,084
Religious												
Doctoral	$69,608	$12,185	$70,391	$54,738	$7,080	$53,472	$45,658	$4,415	$45,987	.	.	.
Nondoctoral	.	.	.	$49,555	$3,900	$49,097	$42,529	$5,252	$43,756	$38,032	$6,390	$36,667
Total												
Doctoral	$69,943	$13,678	$68,008	$56,286	$8,946	$55,306	$46,705	$5,731	$45,929	$43,942	$5,888	$42,778
Nondoctoral	$64,328	$14,553	$69,464	$49,569	$7,017	$48,576	$41,473	$6,116	$40,311	$40,309	$7,151	$38,950

	FACULTY RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
Public												
Doctoral	$60,192	$67,230	$75,247	$49,540	$54,631	$60,658	$42,711	$45,533	$48,929	$36,544	$39,280	$42,778
Nondoctoral	$55,554	$69,464	$76,184	$44,593	$48,632	$53,000	$36,912	$38,989	$42,789	$33,660	$35,020	$38,400
Secular												
Doctoral	$62,848	$75,044	$95,700	$54,966	$58,284	$62,327	$45,500	$48,675	$53,411	$42,321	$49,368	$51,103
Nondoctoral	.	.	.	$47,970	$48,006	$52,950	$42,163	$47,512	$51,755	$40,285	$45,084	$48,279
Religious												
Doctoral	$58,060	$70,391	$79,200	$49,256	$53,472	$59,800	$41,177	$45,987	$49,744	.	.	.
Nondoctoral	.	.	.	$46,911	$49,097	$51,866	$37,541	$43,756	$46,444	$33,570	$36,667	$38,950
Total												
Doctoral	$60,413	$68,008	$77,000	$50,016	$55,306	$60,626	$42,909	$45,929	$49,504	$39,280	$42,778	$50,116
Nondoctoral	$55,554	$69,464	$76,184	$44,928	$48,576	$52,960	$37,000	$40,311	$44,262	$34,500	$38,950	$45,241

APPENDIX A

Institutional Data Systems
Instructions for the Full-time Faculty Survey

PURPOSE:

This form is for the collection of salaries and related data on all full-time faculty except the dean. Salaries for acting deans and administrative faculty in the nursing program should be included on this form.

FULL-TIME FACULTY:

Include all person with full-time faculty appointments, even though their salaries may be paid from a number of funds. In the case of individuals with full-time appointments whose salaries are not paid by the school of nursing (i.e. hospital director of nursing), darken the comment column and note in the comment section. Include acting deans and administrative faculty on this form as well as on the Administrative Faculty Survey form. Do not include the dean on either form.

SALARY:

Enter the current fiscal-year, gross salary (before any deductions) rounded to the nearest dollar.

SALARY BASIS:

Academic = 9 or 10 month contract basis
Calendar = 11 or 12 month

RACE/ETHNICITY:

White = White, non-hispanic
Black = Black, non-hispanic
Hispan = Hispanic
Amerin/Alas N = American Indian or Alaskan Native
Asian/PI = Asian or Pacific Islander
Unkn = unknown

PREPARATION:

Doctorally or Nondoctorally prepared.

RANK:

Professor, Associate professor, Assistant professor, Instructor, Other. In case of Other, darken the comment column and identify the rank (i.e. lecturer, research associate).

LEVEL OF TEACHING:

Baccalaureate, Graduate, or Both.

AREA OF TEACHING:

Clinical, Didactic, or Both.

CAREER TRACK:

Tenure track or Nontenure track.

TENURE STATUS:

Tenured, Not Tenured, or N/A no tenure system.

APPENDIX B

List of Institutions That Provided Faculty Salary Data for the 1991-92 Survey

NORTH ATLANTIC REGION

CONNECTICUT
- Fairfield University
- Southern Connecticut State Univ.
- St. Joseph College
- University of Connecticut
- University of Hartford
- Western Connecticut State Univ.
- Yale University

DELAWARE
- University of Delaware
- Wilmington College

DISTRICT OF COLUMBIA
- Catholic University of America
- Georgetown University
- Howard University

MAINE
- Husson College/E. Maine Medical Ctr
- St. Joseph's College
- University of Maine
- University of Maine-Fort Kent
- University of Southern Maine
- Westbrook College

MASSACHUSETTS
- Boston College
- College of Our Lady of the Elms
- Curry College
- Fitchburg State College
- Framingham State College
- MGH Institute of Health Professions
- Mass. Coll.of Phar/Allied Hlth Sci
- Northeastern University
- Salem State College
- University of Massachusetts-Amherst
- University of Massachusetts-Boston
- University of Massachusetts-Dartmouth
- University of Massachusetts-Lowell
- University of Massachusetts Medical Center

NEW HAMPSHIRE
- Colby-Sawyer College
- Saint Anselm College
- University of New Hampshire

NEW JERSEY
- Bloomfield College
- College of St. Elizabeth
- Felician College
- Jersey City State College
- Kean College of New Jersey
- Monmouth College
- Rutgers, The State University of NJ

NEW JERSEY, CONTINUED
- Rutgers, The State University of NJ-Camden
- Saint Peter's College
- Seton Hall University
- Thomas A. Edison State College
- Trenton State College
- William Paterson College

NEW YORK
- Adelphi University
- City College of CUNY
- College of Mount Saint Vincent
- College of New Rochelle
- Columbia Univ. Teachers College
- Columbia University
- D'Youville College
- Daemen College
- Hartwick College
- Hunter College of CUNY
- Lehman College of CUNY
- Long Island University
- Long Island University-C. W. Post Campus
- Medgar Evers College of CUNY
- Molloy College
- New York University
- Niagara University
- Pace University
- Russell Sage College
- SUNY College at Brockport
- SUNY College at Plattsburgh
- SUNY Health Science Center/Brooklyn
- SUNY Health Science Center/Syracuse
- SUNY Institute of Tech. at Utica/Rome
- SUNY/Binghamton
- SUNY/Buffalo
- SUNY/College at New Paltz
- SUNY/Stony Brook
- St. John Fisher College
- St. Joseph's College
- Syracuse University
- Univ. of the State of New York
- University of Rochester
- Wagner College
- York College of CUNY

PENNSYLVANIA
- Bloomsburg University
- California University of Pennsylvania
- Cedar Crest College
- College Misericordia
- East Stroudsburg University
- Eastern College
- Edinboro Univ. of Pennsylvania

PENNSYLVANIA, CONTINUED
- Gannon University
- Hahnemann University
- Holy Family College
- Immaculata College
- Indiana University of Pennsylvania
- La Salle University
- Lycoming College
- Marywood College
- Messiah College
- Millersville University
- Neumann College
- Pennsylvania State University
- Saint Francis College
- Slippery Rock University
- Temple University
- Thiel College
- Thomas Jefferson University
- University of Pennsylvania
- University of Pittsburgh
- University of Scranton
- Villanova University
- Waynesburg College
- West Chester University
- Widener University
- Wilkes University
- York College of Pennsylvania

RHODE ISLAND
- Rhode Island College
- University of Rhode Island

VERMONT
- University of Vermont
- Vermont College of Norwich Univ.

MIDWESTERN REGION

ILLINOIS
- Aurora University
- Barat College & Univ. of Hlth.Sci.
- Bradley University
- Chicago State University
- Concordia-W.Suburban Col.of Nursing
- DePaul University
- Elmhurst College
- Governors State University
- Illinois Benedictine College
- Illinois Wesleyan University
- Lewis University
- Loyola University of Chicago
- McKendree College
- Millikin University
- North Park College
- Northern Illinois University
- Rockford College
- Rush University
- Sangamon State University
- Southern Illinois University
- St. Joseph College of Nursing

ILLINOIS, CONTINUED
- St. Xavier College
- Trinity Christian College
- University of Illinois

INDIANA
- Anderson University
- Ball State University
- Bethel College of Indiana
- DePauw University
- Goshen College
- Indiana State University
- Indiana University - Purdue University
- Indiana University
- Marian College
- Purdue University
- Purdue University - Calumet Campus
- Saint Francis College
- Saint Mary's College
- The University of Indianapolis
- University of Evansville
- Valparaiso University

IOWA
- Briar Cliff College
- Coe College
- Drake University
- Grand View College
- Iowa Wesleyan College
- Luther College
- Morningside College
- Mount Mercy College
- Teikyo Marycrest College
- University of Iowa

KANSAS
- Fort Hays State University
- Kansas Newman College
- Pittsburg State University
- St. Mary of the Plains College
- The University of Kansas
- The Wichita State University
- Washburn University of Topeka

MICHIGAN
- Andrews University
- Eastern Michigan University
- Ferris State University
- Grand Valley State University
- Hope/Calvin Colleges
- Lake Superior State University
- Madonna University
- Michigan State University
- Northern Michigan University
- Oakland University
- Saginaw Valley State University
- University of Detroit Mercy
- University of Michigan
- Wayne State University

MINNESOTA
- Augsburg College
- Bemidji State University

MINNESOTA, CONTINUED
- Bethel College of Minnesota
- College of St. Scholastica
- Metropolitan State University
- Minnesota Intercollegiate Nursing Consortium
- Moorhead State University
- The College of St. Catherine
- University of Minnesota

MISSOURI
- Avila College
- Central Methodist College
- Deaconess College of Nursing
- Graceland College
- Missouri Western State College
- Northeast Missouri State University
- Research College of Nursing
- Saint Louis University
- Southeast Missouri State University
- Southwest Baptist University
- Southwest Missouri State University
- University of Missouri-Columbia
- University of Missouri-Kansas City
- University of Missouri-St. Louis
- Webster University

NEBRASKA
- Bishop Clarkson College
- Creighton University
- Midland Lutheran College
- Nebraska Methodist College
- University of Nebraska Medical Center

NORTH DAKOTA
- Jamestown College
- Medcenter One College of Nursing
- Minot State University
- Tri-College University
- University of Mary
- University of North Dakota

OHIO
- Ashland University
- Capital University
- Cedarville College
- Cleveland State University
- College of Mount St. Joseph
- Franklin University
- Kent State University
- Lourdes College
- Malone College
- Medical College of Ohio
- Miami University
- Ohio State University
- Ohio University
- Ohio Wesleyan University
- University of Akron
- University of Cincinnati
- Ursuline College
- Walsh College
- Wright State University
- Xavier University

OHIO, CONTINUED
- Youngstown State University

SOUTH DAKOTA
- Augustana College
- South Dakota State University

WISCONSIN
- Alverno College
- Cardinal Stritch College
- Carroll College
- Concordia University Wisconsin
- Marian College of Fond du Lac
- Marquette University
- Silver Lake College
- University of Wisconsin-Eau Claire
- University of Wisconsin-Green Bay
- University of Wisconsin-Madison
- University of Wisconsin-Milwaukee
- University of Wisconsin-Oshkosh

SOUTHERN REGION

ALABAMA
- Auburn University
- Auburn University at Montgomery
- Jacksonville State University
- Samford University
- The University of Alabama
- Troy State University
- Tuskegee University
- University of Alabama at Birmingham
- University of Alabama-Huntsville
- University of North Alabama
- University of South Alabama

ARKANSAS
- Arkansas State University
- Arkansas Tech University
- Harding University
- Henderson State University
- University of Arkansas at Pine Bluff
- University of Arkansas for Med. Sciences
- University of Central Arkansas

FLORIDA
- Barry University
- Florida A & M University
- Florida Atlantic University
- Florida State University
- Jacksonville University
- Pensacola Christian College
- University of Central Florida
- University of Florida
- University of Miami
- University of North Florida
- University of South Florida
- University of Tampa
- University of West Florida

GEORGIA
- Brenau College
- Clayton State College

GEORGIA, CONTINUED
- Georgia College
- Georgia Southern University
- Georgia Southwestern College
- Georgia State University
- Kennesaw State College
- Medical College of Georgia
- North Georgia College
- Valdosta State College

KENTUCKY
- Bellarmine College
- Berea College
- Eastern Kentucky University
- Morehead State University
- Murray State University
- Northern Kentucky University
- Spalding University
- University of Kentucky
- University of Louisville
- Western Kentucky University

LOUISIANA
- Grambling State University
- Louisiana State University Medical Center
- Loyola University of New Orleans
- McNeese State University
- Nicholls State University
- Northeast Louisiana University
- Southeastern Louisiana University
- Southern University and A&M College
- University of Southwestern Louisiana

MARYLAND
- Bowie State University
- College of Notre Dame of Maryland
- Coppin State College
- Johns Hopkins University
- Salisbury State University
- Towson State University
- University of Maryland-Baltimore

MISSISSIPPI
- Alcorn State University
- Delta State University
- Mississippi College
- Mississippi University for Women
- University of Mississippi
- University of Southern Mississippi

NORTH CAROLINA
- Duke University
- East Carolina University
- North Carolina A&T State Univ.
- University of North Carolina-Chapel Hill
- University of North Carolina-Charlotte
- University of North Carolina-Greensboro
- University of North Carolina-Wilmington
- Western Carolina University

OKLAHOMA
- Central State University
- East Central University
- Northeastern State University

OKLAHOMA, CONTINUED
- Northwestern Oklahoma State University
- Oklahoma City University
- Oral Roberts University
- Southern Nazarene University
- Southwestern Oklahoma State University
- The University of Tulsa
- University of Oklahoma

PUERTO RICO
- University of Puerto Rico
- University of Puerto Rico-Mayaguez

SOUTH CAROLINA
- Clemson University
- Lander College
- Medical University of South Carolina
- South Carolina State College
- University of South Carolina at Aiken
- University of South Carolina-Spartanburg
- University of South Carolina

TENNESSEE
- Austin Peay State University
- Belmont College
- Carson-Newman College
- East Tennessee State University
- Memphis State University
- Middle Tennessee State University
- Tennessee State University
- Tennessee Technological University
- Union University
- University of Tennessee at Martin
- University of Tennessee-Chattanooga
- University of Tennessee-Knoxville
- University of Tennessee-Memphis
- Vanderbilt University

TEXAS
- Abilene Intercollegiate School of Nursing
- Baylor University
- Corpus Christi State University
- Houston Baptist University
- Incarnate Word College
- Prairie View A & M University
- Texas Christian University
- Texas Tech Univ. Health Science Center
- Texas Woman's University
- Univ. of Texas Health Science Center-San Antonio
- Univ. of Texas Health Science Center-Houston
- University of Mary Hardin-Baylor
- University of Texas-Arlington
- University of Texas-Austin
- University of Texas-El Paso
- University of Texas-Galveston
- University of Texas-Pan American
- University of Texas-Tyler
- West Texas State University

VIRGIN ISLANDS
- University of the Virgin Islands

VIRGINIA
- Christopher Newport College
- Eastern Mennonite College
- George Mason University
- James Madison University
- Lynchburg College
- Marymount University
- Norfolk State University
- Old Dominion University
- Radford University
- Shenandoah University
- University of Virginia
- Virginia Commonwealth University

WEST VIRGINIA
- Davis & Elkins College
- Marshall University
- University of Charleston
- West Liberty State College
- West Virginia University

WESTERN REGION

ALASKA
- University of Alaska Anchorage

ARIZONA
- Grand Canyon University
- Northern Arizona University
- University of Arizona
- University of Phoenix

CALIFORNIA
- Azusa Pacific University
- California State University-Bakersfield
- California State University-Chico
- California State University-Fresno
- California State University-Fullerton
- California State University-Hayward
- California State University-Long Beach
- California State University-Los Angeles
- California State University-Sacramento
- California State University-Stanislaus
- Dominican College of San Rafael
- Holy Names College
- Humboldt State University
- Loma Linda University
- Mt. St. Mary's College
- Samuel Merritt-Saint Mary's
- San Diego State University
- San Francisco State University
- Sonoma State University
- University of California-Los Angeles
- University of California-San Francisco
- University of San Diego
- University of San Francisco

COLORADO
- Metropolitan State College
- Regis University
- University of Colorado Health Science Ctr.
- University of Northern Colorado

COLORADO, CONTINUED
- University of Southern Colorado

HAWAII
- University of Hawaii at Manoa

IDAHO
- Boise State University
- Idaho State University
- Lewis-Clark State College

MONTANA
- Montana State University
- Northern Montana College

NEVADA
- University of Nevada-Las Vegas
- University of Nevada-Reno

NEW MEXICO
- University of New Mexico

OREGON
- Linfield College
- Oregon Health Sciences University
- Oregon Institute of Technology
- Southern Oregon State College
- University of Portland

UTAH
- Brigham Young University
- University of Utah
- Westminster College

WASHINGTON
- Gonzaga University
- Intercollegiate Center for Nursing Education
- Pacific Lutheran University
- Saint Martin's College
- Seattle Pacific University
- Seattle University
- University of Washington

WYOMING
- University of Wyoming

APPENDIX C

Carnegie Classification Definitions

Comprehensive Universities and Colleges I: These institutions offer baccalaureate programs and, with few exceptions, graduate education through the masters degree. More than half of their baccalaureate degrees are awarded in two or more occupational or professional disciplines such as engineering or business administration. All of the institutions in this group enroll at least 2,500 students.

Comprehensive Universities and Colleges II: These institutions award more than half of their baccalaureate degrees in two or more occupational or professional disciplines, such as engineering or business administration, and many also offer graduate education through the masters degree. All of the colleges and universities in this group enroll between 1,500 and 2,500 students.

Doctorate-Granting Universities I: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate degree. They award at least 40 Ph.D. degrees annually in five or more academic disciplines.

Doctorate-Granting Universities II: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate degree. They award annually 20 or more Ph.D. degrees in at least one discipline or 10 or more Ph.D. degrees in three or more disciplines.

Liberal Arts Colleges I: These highly selective institutions are primarily undergraduate colleges that award more than half of their baccalaureate degrees in arts and science fields.

Liberal Arts Colleges II: These institutions are primarily undergraduate colleges that are less selective and award more than half of their degrees in liberal arts fields. This category also includes a group of colleges that award less than half of their degrees in liberal arts fields but, with fewer than 1,500 students, are too small to be considered comprehensive.

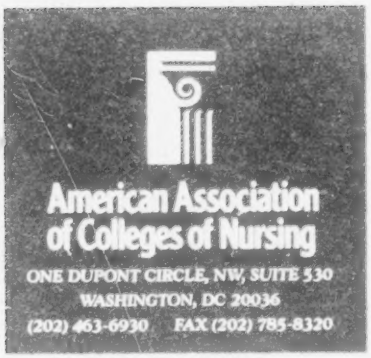
Research Universities I: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree, and give high priority to research. They receive annually at least $33.5 million in federal support and award at least 50 Ph.D. degrees each year.

Research Universities II: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree, and give high priority to research. They receive annually between $12.5 million and $33.5 million in federal support for research and development and award at least 50 Ph.D. degrees each year.

Professional Schools and Other Specialized Institutions: These institutions offer degrees ranging from the bachelor's to the doctorate. At least 50 percent of the degrees awarded by these institutions are in a single specialized field.

Two-Year Community, Junior and Technical Colleges: These institutions offer certificate or degree programs through the Associate of Arts level and, with few exceptions, offer no baccalaureate degrees.

Source: The Carnegie Foundation for the Advancement of Teaching, *A Classification of Institutions of Higher Education, 1987 Edition*, 1987, Princeton University Press, Lawrenceville, New Jersey.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